NEGOTIATED WORKING CONDITIONS FROM COLLECTIVE AGREEMENTS IN NOVA SCOTIA 1981

NOVA SCOTIA DEPARTMENT OF LABOUR AND MANPOWER
RESEARCH DIVISION

HONOURABLE JACK MACISAAC
MINISTER

HUGH R. MACDONALD
DEPUTY MINISTER

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FOREWORD

This publication provides information on selected provisions from collective agreements that were in effect in Nova Scotia during the 1981 calendar year.

The report contains information on an industrial composite basis, and on five industrial sectors: Manufacturing, Service, Trade, Public Administration, and Transportation, Communications and Other Utilities. As such, users of this document will be able to obtain specific information on each industrial sector,and also to undertake comparisons between sections.

This report provides information only on the substantive issues from colective agreements. Occupational wage rates and rate changes are not included in this review. A separate report, "Trends in Collective Agreement Settlement Wage Rate Changes", provides wage rate information.

In addition to the information presented in this report, the Research Division encourages members of the industrial relations community, especially contract administrators and negotiators, to request specialized analysis of collective agreements. A computer retrieval facility is available for this purpose.

The prompt filing of collective agreements by unions and employers, makes possible the provision of more timely information. This cooperation is greatfully acknowledged.

This report was prepared by Gerry Ridgeway and Barbara Hirschfeld. Requests for more specific information from collective agreements can be directed to either of these individuals at:

Research Division
Nova Scotia Department of Labour & Manpower
P. O. Box 697
Halifax, Nova Scotia
B3J 2T9

Tele: 424-4313

Director,

Jean Dobson (Mrs.)

INTRODUCTION

The purpose of this report is to provide information on the relative frequency of occurance of selected clauses that occur in collective agreements in Nova Scotia. Collective agreements provide a wealth of information about the nature of working conditions within industrial sectors. They also provide information that can be cross-classified by such items as size and type of bargaining unit, duration of contract, settlement stage of negotiations, and general occupational coverage.

DATA SOURCE

This report contains data from collective agreements falling under the jurisdiction of the Nova Scotia Trade Union Act. The agreements included in this analysis were in effect during all or part of the 1981 calendar year.

All collective agreements are classified according to the economic activity of the employer, by means of the Standard Industrial Classification Manual (Statistics Canada 1970). The distribution of collective agreements by economic activity, and the number of employees covered, is presented in Table 1.

TABLE 1

DISTRIBUTION OF COLLECTIVE AGREEMENTS AND EMPLOYEES COVERED IN NOVA SCOTIA, 1981

Economic Activity	Agreements		Employed	
	#	%	#	%
Manufacturing	117	28.1	16,002	41.7
Service	173	41.5	10,351	27.0
Trade	51	12.2	2,863	7.5
Public Administration	54	12.9	4,443	11.6
Transportation, Communication & Other Utilities	22	5.3	4,671	12.2
	417	100.0	38,330	100.0

SCOPE OF THE DATA

This report is based on 417 collective agreements affecting some 38,330 employees. The data presented herein provides information only on those working conditions covered by collective agreements; it does not apply to working conditions in the non-unionized sector of the economy. As well, it does not provide information on the Agricultural, Forestry, Mining or Construction sectors - information on these sectors may be obtained from the Research Division by special request.

Each collective agreement is coded by staff of the Research Division. The process of translating the information into coded form requires a subjective interpretation. Although most provisions lend themselves to straight forward coding, instances arise where more than one interpretation may prove valid. In such cases staff request clarification from the parties to whom the agreement applies.

Collective agreements often refer to additional documentation that may not accompany the original contract (e.g. reference to a life insurance or pension plan). Where circumstances permit, staff undertake to procure the supplementary information. Where this information is not readily available, the code 'Plan mentioned, no details given' is used. This serves to indicate to the user that further information may exist.

PART I:

INDUSTRIAL COMPOSITE

The Industrial Composite includes industries from the Manufacturing, Service, Trade, Public Administration and Transportation, Communication and Other Utilities sectors. The data in this section is based on 417 collective agreements covering some 38,330 employees.

TABLE 1:

UNION SECURITY - MEMBERSHIP

	Agts		Emps	
	#	%	#	%
Closed Shop	6	1.4	57	0.1
Union Shop	236	56.6	14,484	37.7
Modified Union Shop	44	10.5	3,882	10.1
Maintenance of membership for present and future employees	15	3.5	2,030	5.2
Rand Formula	84	20.1	14,616	38.1
Modified Rand Formula	7	1.6	111	0.2
Other	5	1.1	364	0.9
No Provision	20	4.7	2,786	7.2

TABLE 2:

UNION SECURITY - CHECK-OFF

	Agts		Emps	
	#	%	#	%
Compulsory Check-off for all employees	312	74.8	29,803	77.7
Compulsory only for Union members	37	8.8	3,149	8.2
Voluntary (Whether revocable or irrevocable)	36	8.6	3,864	10.0
Voluntary for old employees, compulsory for new	20	4.7	1,058	2.7
No Provision	12	2.8	456	1.1

TABLE 3:

JURISDICTION OF WORK-EACH TRADE

	Agts		Emps	
	#	%	#	%
Provision respecting the scope of work	9	2.1	3,167	8.2
No Provision	408	97.8	35,163	91.7

TABLE 4:

UNION SECURITY - CROSSING OF PICKET LINES ETC.

	Agts		Emps	
	#	%	#	%
Employees have the right to refuse to cross picket lines	19	4.5	592	1.5
Employees have the right to refuse to handle hot cargoes	4	0.9	563	1.4
Combination of both one and two	2	0.4	83	0.2
No Provision	392	94.0	37,092	96.7

TABLE 5:

LENGTH OF PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
One month or less	16	3.8	2,578	6.7
Up to two months	102	24.4	9,948	25.9
Up to three months	152	36.4	11,540	30.1
Up to four months	37	8.8	2,840	7.4
Up to five months	3	0.7	553	1.4
Up to and including six months	21	5.0	3,415	8.9
More than six months	14	3.3	2,335	6.0
Other	9	2.1	731	1.9
No Provision	63	15.1	4,390	11.4

TABLE 6:

SPECIAL SENIORITY PROVISION - SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
Special seniority provision for a limited number of employees with special skills	13	3.1	1,201	3.1
Special seniority for union officials	11	2.6	1,553	4.0
No Provision	393	94.2	35,576	92.8

TABLE 7:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
Straight seniority	8	1.9	541	1.4
Seniority taken into account along with - ability, skill, knowledge and physical fitness	63	15.1	5,409	14.1
Straight seniority if other factors are equal or sufficient	280	67.1	28,582	74.5
No Provision	66	15.8	3,798	9.9

TABLE 8:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Straight Seniority	101	24.2	9,742	25.4
Seniority taken into account along with - knowledge, skills, ability, training and physical fitness	72	17.2	5,421	14.1
Straight seniority if other factors are equal or sufficient	206	49.4	18,961	49.4
No Provision	38	9.1	4,206	10.9

TABLE 9:

RETENTION OF SENIORITY DURING TERM OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	100	23.9	7,513	19.6
Seniority is retained for more than 6 months up to and including 12 months	148	35.4	10,738	28.0
Seniority is retained for more than 12 months up to and including 18 months	14	3.3	1,107	2.8
Seniority is retained for more than 18 months up to and including 24 months	27	6.4	2,752	7.1
Seniority is retained for more than 24 months	5	1.1	686	1.7
Retention is graduated according to length of service	4	0.9	886	2.3
Length not specified or indefinite	18	4.3	5,922	15.4
Other	8	1.9	620	1.6
No Provision	93	22.3	8,106	21.1

TABEL 10:

RETENTION OF SENIORITY DURING ILLNESS

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	15	3.5	818	2.1
Seniority is retained for more than 6 months up to and including 12 months	45	10.7	4,749	12.3
Seniority is retained for more than 12 months up to and including 18 months	3	0.7	96	0.2
Seniority is retained for more than 18 months up to and including 24 months	3	0.7	340	0.8
Seniority is retained for more than 24 months	2	0.4	787	2.0
Length not specified or indefinite	72	17.2	4,998	13.0
Not specified in list of circumstances under which seniority is lost	158	37.8	17,314	45.1
Other	5	1.1	353	0.9
No Provision	114	27.3	8,875	23.1

TABLE 11:

SENIORITY - BUMPING

	Agts		Emps	
	#	%	#	%
Unrestricted right to bump	14	3.3	1,978	5.1
Restricted right to bump	30	7.1	6,723	17.5
Other	3	0.7	2,540	6.6
No Provision	370	88.7	27,089	70.6

TABLE 12:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Less than one week	19	4.5	1,233	3.2
One week	39	9.3	2,146	5.5
Two weeks	67	16.0	4,199	10.9
Three weeks	2	0.4	221	0.5
Four weeks	19	4.5	3,200	8.3
Graduated	14	3.3	2,034	5.3
Other	11	2.6	1,604	4.1
No Provision	246	58.9	23,693	61.8

TABLE 13:

RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
Straight seniority	84	20.1	9,035	23.5
Seniority taken into account along with - ability, skill knowledge and physical fitness	65	15.5	3,847	10.0
Straight seniority if other factors are equal or sufficient	206	49.4	18,022	47.0
No Provision	62	14.8	7,426	19.3

TABLE 14:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
Plant	58	13.9	4,412	11.5
Department	61	14.6	4,492	11.7
Bargaining Unit	104	24.9	9,305	24.2
Other	47	11.2	10,673	27.8
No Provision	147	35.2	9,448	24.6

TABLE 15:

SEVERANCE PAY AND SUB

	Agts		Emps	
	#	%	#	%
Severance pay - benefits specified in agreement (no sub)	27	6.4	4,470	11.6
Sub and severance pay	1	0.2	2,500	6.5
Sub plans - benefits specified in agreement	1	0.2	95	0.2
No Provision	388	93.0	31,265	81.5

TABLE 16:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Less than one year service	2	0.4	1,031	2.6
One year	9	2.1	998	2.6
More than one year less than five years service	8	1.9	2,647	6.9
Five years service	4	0.9	503	1.3
Service requirements not mentioned	6	1.4	605	1.5
Other	3	0.7	430	1.1
No Provision	385	92.3	32,116	83.7

TABLE 17:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RESIGNATION

	Agts		Emps	
	#	%	#	%
More than one year less than five years service	1	0.2	8	0.0
Five years service	2	0.4	740	1.9
10 years service	1	0.2	100	0.2
Service requirements not mentioned	1	0.2	22	0.0
No Provision	412	98.8	37,460	97.7

TABLE 18:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RETIREMENT

	Agts		Emps	
	#	%	#	%
One year service	2	0.4	20	0.0
More than one year less than 5 years service	10	2.3	2,003	5.2
Five years service	2	0.4	150	0.3
10 years service	7	1.6	835	2.1
More than 10 years service	3	0.7	396	1.0
Service requirements not mentioned	5	1.1	238	0.6
Other	4	0.9	177	0.4
No Provision	384	92.0	34,511	90.0

TABLE 19:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (LAY-OFF)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	3	0.7	1,465	3.8
One week for each year of service	8	1.9	3,416	8.9
Up to 2 weeks for each year of service	2	0.4	1,023	2.6
Flat amounts	16	3.8	1,517	3.9
Other	9	2.1	1,694	4.4
No Provision	379	90.8	29,215	76.2

TABLE 20:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	3	0.7	198	0.5
Up to two weeks for each year of service	1	0.2	22	0.0
No Provision	413	99.0	38,110	99.4

TABLE 21:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	15	3.5	3,240	8.4
One week for each year of service	1	0.2	12	0.0
Up to 2 weeks for each year of service	1	0.2	22	0.0
Flat amounts	13	3.1	468	1.2
No details regarding benefits	1	0.2	20	0.0
Other	9	2.1	399	1.0
No Provision	377	90.4	34,169	89.1

TABLE 22:

SEVERANCE PAYMENTS - TOTAL BENEFITS (ON LAY-OFFS)

	Agts		Emps	
	#	%	#	%
Less than ten weeks	2	0.4	200	0.5
10 to 15 weeks	2	0.4	64	0.1
16 to 20 weeks	3	0.7	1,823	4.7
21 to 30 weeks	1	0.2	68	0.1

TABLE 22: (Cont'd)

SEVERANCE PAYMENTS - TOTAL BENEFITS (ON LAY-OFFS)

	Agts		Emps	
	#	%	#	%
31 to 52 weeks	2	0.4	999	2.6
Flat amount	4	0.9	218	0.5
Maximum amount not specified	9	2.1	849	2.2
Other	3	0.7	250	0.6
No Provision	391	93.7	33,859	88.3

TABLE 23:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	2	0.4	13	0.0
10 to 15 weeks	2	0.4	380	0.9
Maximum amount not specified	2	0.4	37	0.0
No Provision	411	98.5	37,900	98.8

TABLE 24:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	4	0.9	404	1.0
16 - 20 weeks	7	1.6	1,842	4.8
Flat amount	3	0.7	94	0.2
Maximum amount not specified	10	2.3	477	1.2
Other	4	0.9	173	0.4
No Provision	389	93.2	35,340	92.1

TABLE 25:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

	Agts		Emps	
	#	%	#	%
Employee only	40	9.5	3,099	8.0
Union representative only	28	6.7	1,885	4.9
Employees with or without union representative	298	71.4	31,127	81.2
Union only	13	3.1	363	0.9
Grievance committee only	32	7.6	1,339	3.4
Other	2	0.4	128	0.3
No Provision	4	0.9	389	1.0

TABLE 26:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
Number of steps in the grievance is reduced	100	23.9	10,474	27.3
Duration of delays between steps is reduced	7	1.6	616	1.6
Combination of 1 and 2	21	5.0	1,296	3.3
Other	5	1.1	223	0.5
No Provision	284	68.1	25,721	67.1

TABLE 27:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
Union officials receive time off without loss of pay for grievance work during regular hours of work	157	37.6	17,637	46.0
Remuneration is for a limited number of hours only	13	3.1	2,946	7.6
Union officials receive time off for grievance work, but no indication if such time off is paid or unpaid	18	4.3	2,133	5.5
Other	18	4.3	973	2.5
No Provision	211	50.5	14,641	38.1

TABLE 28:

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF AGREEMENTS

	Agts		Emps	
	#	%	#	%
Compensation for total hours	25	5.9	1,236	3.2
Compensation limited to regular hours of work	113	27.0	13,464	35.1
Compensation is for a specific number of hours	6	1.4	738	1.9
Union officials receive time off for negotiation of agreement but no indication if such time off is paid or unpaid	3	0.7	101	0.2
Other	20	4.7	4,333	11.3
No Provision	250	59.9	18,458	48.1

TABLE 29:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
Specific provision for single arbitrator	99	23.7	14,276	37.2
Specific provision for panel / board of arbitrators	155	37.1	7,214	18.8
Provision for single or board of arbitrators	148	35.4	16,107	42.0
No Provision	15	3.5	733	1.9

TABLE 30:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
Appeal of discharge after dismissal	24	5.7	1,958	5.1
Re-imbursement if exonerated after suspension	235	56.3	19,780	51.6
Other	4	0.9	150	0.3
No Provision	154	36.9	16,442	42.8

TABLE 31:

NORMAL WORK WEEK (DAYS PER WEEK -- EXCLUDING PART-TIME WORKERS)

	Agts		Emps	
	#	%	#	%
3 days per week	1	0.2	5	0.0
4 days per week	2	0.4	34	0.0
4 1/2 days per week	1	0.2	12	0.0
5 days per week	330	79.1	27,138	70.8
5 1/2 days per week	3	0.7	361	0.9
6 days per week	19	4.5	3,363	8.7
7 days per week	2	0.4	2	0.0
Irregular hours	12	2.8	2,081	5.4
No Provision	47	11.2	5,334	13.9

TABLE 32:

DAILY HOURS (REGULAR HOURS)

	Agts		Emps	
	#	%	#	%
400 - 459	2	0.4	16	0.0
600 - 629	2	0.4	23	0.0
630 - 659	4	0.9	738	1.9

TABLE 32: (Cont'd)

DAILY HOURS (REGULAR HOURS)

	Agts		Emps	
	#	%	#	%
700	11	2.6	821	2.1
701 - 729	6	1.4	475	1.2
730	61	14.6	5,561	14.5
731 - 759	3	0.7	178	0.4
800	252	60.4	25,231	65.8
830	5	1.1	99	0.2
831 - 859	1	0.2	40	0.1
900	9	2.1	461	1.2
930	1	0.2	7	0.0
1000	1	0.2	17	0.0
1200	2	0.4	128	0.3
1201 +	3	0.7	44	0.1
No Provision	54	12.9	4,491	11.7

TABLE 33:

MAXIMUM HOURS PER RUN, (TRANSPORTATION)

	Agts		Emps	
	#	%	#	%
0008 - 0859 hours & minutes per run - per day	1	0.2	40	0.1
3200 and up	2	0.4	16	0.0
Unknown	2	0.4	77	0.2
No Provision	412	98.8	38,197	99.6

TABLE 34:

WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
3000	1	0.2	21	0.0
3100 - 3159	2	0.4	3	0.0
3230	3	0.7	721	1.8
3231 - 3344	2	0.4	22	0.0
3346 - 3459	1	0.2	6	0.0
3500	11	2.6	2,240	5.8
3600 - 3614	1	0.2	2	0.0
3616 - 3729	2	0.4	81	0.2
3730	67	16.0	5,978	15.5
3730 - 3759	1	0.2	86	0.2
3800	1	0.2	22	0.0

TABLE 34: (Cont'd)

WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
3801 - 3959	1	0.2	1,000	2.6
4000	244	58.5	20,782	54.2
4001 - 4229	4	0.9	419	1.0
4230	4	0.9	49	0.1
4231 - 4459	4	0.9	418	1.0
4500	9	2.1	482	1.2
4800	18	4.3	3,371	8.7
4800 +	2	0.4	12	0.0
Other	10	2.3	1,196	3.1
No Provision	29	6.9	1,419	3.7

TABLE 35:

NORMAL WEEKLY METHOD OF OPERATIONS

	Agts		Emps	
	#	%	#	%
1 shift 5 days a week	84	20.1	3,457	9.0
1 shift 6 days a week	14	3.3	2,174	5.6
1 shift 7 days a week	23	5.5	1,389	3.6
2 shifts 5 days a week	8	1.9	437	1.1
2 shifts 6 days a week	8	1.9	1,247	3.2
2 shifts 7 days a week	8	1.9	477	1.2
3 shifts 5 days a week	17	4.0	1,015	2.6
3 shifts 7 days a week	143	34.2	17,423	45.4
Other	21	5.0	1,968	5.1
No Provision	91	21.8	8,743	22.8

TABLE 36:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
5 day week, variable starting and quitting time	1	0.2	45	0.1
Compressed work week with stated hours	7	1.6	778	2.0
Compressed work week with variable starting and quitting time	1	0.2	55	0.1
Short work week in part of the operation	1	0.2	1,000	2.6
Other (e.g. experimental basis)	5	1.1	3,093	8.0
No Provision	402	96.4	33,359	87.0

TABLE 37:

OVERTIME COMPENSATION AFTER DAILY HOURS

	Agts		Emps	
	#	%	#	%
Straight time	2	0.4	34	0.0
Straight time followed by time and one-half	2	0.4	102	0.2
Time and one-half	232	55.6	21,180	55.2
Time and one-half followed by double time	127	30.4	14,544	37.9
Double time	4	0.9	259	0.6
Other	8	1.9	168	0.4
No Provision	42	10.0	2,043	5.3

TABLE 38:

OVERTIME COMPENSATION AFTER WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
Straight time	2	0.4	34	0.0
Straight time followed by time and one-half	1	0.2	18	0.0
Time and one-half	210	50.3	19,235	50.1
Time and one-half followed by double time	64	15.3	4,596	11.9
Double time	5	1.1	342	0.8
Other	7	1.6	153	0.3
No Provision	128	30.6	13,952	36.3

TABLE 39:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Straight time	1	0.2	400	1.0
Straight time followed by time and one-half	3	0.7	80	0.2
Time and one-half	117	28.0	16,119	42.0
Time and one-half followed by double time	26	6.2	3,205	8.3
Double time	31	7.4	3,303	8.6
Other	12	2.8	946	2.4
No Provision	227	54.4	14,277	37.2

TABLE 40:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED

	Agts		Emps	
	#	%	#	%
Straight time followed by time and one-half	1	0.2	60	0.1
Time and one-half	31	7.4	5,165	13.4
Time and one-half followed by double time	9	2.1	1,586	4.1
Double time followed by double time and one-half	1	0.2	40	0.1
Double time	183	43.8	18,490	48.2
Double time and one-half	3	0.7	1,460	3.8
Other	14	3.3	2,309	6.0
No Provision	175	41.9	9,220	24.0

TABLE 41:

TIME OFF IN LIEU OF OVERTIME (ALSO BANKING OF TIME OFF)

	Agts		Emps	
	#	%	#	%
Time off in lieu of overtime pay	88	21.1	9,817	25.6
Banking of overtime credits for cumulative time off	12	2.8	1,481	3.8
Other	1	0.2	150	0.3
No Provision	316	75.7	26,882	70.1

TABLE 42:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	16	3.8	1,489	3.8
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	22	5.2	1,301	3.3
Employee has the right to refuse overtime when others are available to do the work	31	7.4	2,840	7.4
Overtime is compulsory in cases of emergency	18	4.3	4,732	12.3
Overtime mandatory - specific provision	15	3.5	3,026	7.8
Right to refuse overtime after specified period of compulsory overtime	16	3.8	2,736	7.1
Other	6	1.4	1,311	3.4
No Provision	293	70.2	20,895	54.5

TABLE 43:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
Overtime is equitably distributed among employees on a plant-wide basis	16	3.8	602	1.5
Overtime is equitably distributed among employees within a department	13	3.1	4,102	10.7
Overtime is equitably distributed among employees within an occupation, and/or wage bracket, etc.	65	15.5	10,140	26.4
Combination of 1 and 3	1	0.2	16	0.0
Combination of 2 and 3	7	1.6	212	0.5
Overtime is equitably distributed but preference is given to senior employees	18	4.3	2,147	5.6
Other	13	3.1	929	2.4
No Provision	284	68.1	20,182	52.6

TABLE 44:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
Provision with respect to change in type of work during slack period	1	0.2	100	0.2
No Provision	416	99.7	38,230	99.7

TABLE 45:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
25 cents per hour	1	0.2	15	0.0
26 - 49 cents per hour	1	0.2	90	0.2
1.51 or more dollars per day or shift	2	0.4	1,600	4.1
5.01 - 9.99 dollars per week	1	0.2	955	2.4
12.6 - 25.0 percent of regular wages	1	0.2	120	0.3
No Provision	411	98.5	35,550	92.7

TABLE 46:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
16 - 20 cents per hour	1	0.2	240	0.6
26 - 49 cents per hour	3	0.7	206	0.5
50 cents per hour	5	1.1	2,697	7.0
50 percent (1 1/2 times) regular wage	4	0.9	2,618	6.8
No Provision	404	96.8	32,569	84.9

TABLE 47:

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
6 - 7 cents per hour	1	0.2	25	0.0
7 1/2 cents per hour	1	0.2	65	0.1
10 cents per hour	9	2.1	532	1.3
15 cents per hour	21	5.0	2,403	6.2
16 - 17 1/2 cents per hour	1	0.2	443	1.1
18 - less than 20 cents per hour	5	1.1	1,976	5.1
20 cents per hour	24	5.7	4,165	10.8
21 - 25 cents per hour	26	6.2	2,065	5.3
26 - 30 cents per hour	8	1.9	1,431	3.7
30 + cents per hour	31	7.4	4,924	12.8
99 or less cents per day (or shift)	1	0.2	280	0.7
1.25 - 2.00 dollars per day	3	0.7	2,025	5.2
2.00 dollars per day	5	1.1	794	2.0
Less than 5 percent of regular wage	1	0.2	30	0.0
10 percent of regular wage	2	0.4	32	0.0
11 - 14 percent of regular wage	5	1.1	820	2.1
Other	70	16.7	6,987	18.2
No Provision	203	48.6	9,333	24.3

TABLE 48:

SHIFT PREMIUM (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
0 - 5 cents per hour	1	0.2	100	0.2
6 - 7 cents per hour	1	0.2	90	0.2
10 cents per hour	3	0.7	132	0.3
15 cents per hour	7	1.6	270	0.7

TABLE 48: (Cont'd)

SHIFT PREMIUM (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
18 - less than 20 cents per hour	2	0.4	78	0.2
20 cents per hour	17	4.0	4,279	11.1
21 - 25 cents per hour	17	4.0	3,666	9.5
26 - 30 cents per hour	19	4.5	2,627	6.8
30 + cents per hour	31	7.4	4,890	12.7
99 or less cents per day (shift)	1	0.2	280	0.7
1.25 - 2.00 dollar (s) per day (or shift)	1	0.2	70	0.1
2.00 dollars per day	3	0.7	758	1.9
5 percent of regular wage	1	0.2	30	0.0
10 percent of regular wage	1	0.2	20	0.0
11 - 14 percent of regular wage	3	0.7	175	0.4
More than 15 percent of regular wage	3	0.7	674	1.7
Other	6	1.4	2,617	6.8
No Provision	300	71.9	17,574	45.8

TABLE 49:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
10 cents per hour	1	0.2	17	0.0
21 - 25 cents per hour	4	0.9	510	1.3
1.25 - 2.00 dollars per day (or shift)	28	6.7	2,693	7.0
2.00 dollars per day	2	0.4	111	0.2
Other	4	0.9	912	2.3
No Provision	378	90.6	34,087	88.9

TABLE 50:

PREMIUM OR PAY FOR HAZARDOUS, DANGEROUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
Premium pay for hazardous work	6	1.4	1,282	3.3
Premium pay for dirty work	5	1.1	705	1.8
Combination of 1 and 2	8	1.9	2,643	6.8
Other	4	0.9	680	1.7
No Provision	394	94.4	33,020	86.1

TABLE 51:

AMOUNT OF PREMIUM PAY FOR HAZARDOUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
7 1/2 cents per hour	1	0.2	31	0.0
15 cents per hour	2	0.4	370	0.9
20 cents per hour	2	0.4	200	0.5
21 - 25 cents per hour	2	0.4	375	0.9
26 - 30 cents per hour	1	0.2	600	1.5
30 + cents per hour	2	0.4	145	0.3
99 or less cents per day (or shift)	1	0.2	280	0.7
1.00 - 1.24 dollars per day (or shift)	1	0.2	80	0.2
10 percent of regular wage	1	0.2	4	0.0
Other	2	0.4	645	1.6
No Provision	402	96.4	35,600	92.8

TABLE 52:

PREMIUM RATES FOR WORK ON PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
Straight time	26	6.2	1,562	4.0
Straight followed by time and one-half	11	2.6	492	1.2
Straight followed by time and one-half, followed by double time	2	0.4	150	0.3
Time and one-half	149	35.7	12,237	31.9
Time and one-half followed by double time	4	0.9	198	0.5
Double time followed by double time and one-half	3	0.7	218	0.5
Double time	127	30.4	8,852	23.0
Double time followed by triple time	4	0.9	310	0.8
Other	25	5.9	6,035	15.7
No Provision	66	15.8	8,276	21.5

TABLE 53:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
Regular rate of employee	7	1.6	567	1.4
New rate or regular rate of the employee - whichever greater	230	55.1	26,164	68.2
Rate of new occupation	30	7.1	1,946	5.0
Other	30	7.1	4,791	12.4
No Provision	120	28.7	4,862	12.6

TABLE 54:

GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
Guarantee of more than one day but less than one week	1	0.2	170	0.4
Guaranteed on a weekly basis	11	2.6	543	1.4
Guaranteed on an monthly basis	1	0.2	29	0.0
Guaranteed on an annual basis	2	0.4	110	0.2
Other	9	2.1	1,561	4.0
No Provision	393	94.2	35,917	93.7

TABLE 55:

REPORTING PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
One hour of work or pay	1	0.2	240	0.6
Two hours of work or pay	25	5.9	5,339	13.9
Three hours of work or pay	16	3.8	1,075	2.8
Four hours of work or pay	65	15.5	5,011	13.0
Six hours of work or pay	2	0.4	320	0.8
Eight hours of work or pay	22	5.2	3,789	9.8
Other	8	1.9	543	1.4
No Provision	278	66.6	22,013	57.4

TABLE 56:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for two hours	3	0.7	92	0.2
Straight time for three hours	18	4.3	909	2.3
Straight time for four hours	69	16.5	7,879	20.5
Time and 1/2 for two hours	8	1.9	191	0.4
Time and 1/2 for three hours	22	5.2	1,045	2.7
Time and 1/2 for four hours	27	6.4	6,305	16.4
Double time for two hours	2	0.4	29	0.0
Double time for three hours	2	0.4	9	0.0
Double time for four hours	2	0.4	16	0.0
Straight time for three hours or 1 1/2 whichever the greater	4	0.9	88	0.2
Straight time for three hours or applicable overtime rate, whichever the greater	5	1.1	511	1.3
Straight time for four hours or 1 1/2, whichever the greater	22	5.2	1,236	3.2

TABLE 56: (Cont'd)

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for four hours or applicable overtime rate, whichever the greater	53	12.7	7,417	19.3
One and one-half for three hours or applicable overtime rate, whichever the greater	1	0.2	20	0.0
One and one-half for four hours or applicable overtime rate, whichever the greater	9	2.1	703	1.8
Applicable overtime rate for two hours	10	2.3	383	0.9
Applicable overtime rate for three hours	23	5.5	2,296	5.9
Applicable overtime rate for four hours	35	8.3	2,564	6.6
All Other	25	5.9	1,999	5.2
No Provision	77	18.4	4,638	12.1

TABLE 57:

PORTAL TO PORTAL

	Agts		Emps	
	#	%	#	%
Camp (Home) to job site	1	0.2	120	0.3
Staging site to work site	1	0.2	200	0.5
Other	1	0.2	90	0.2
No Provision	414	99.2	37,920	98.9

TABLE 58:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
Four hours pay or less	11	2.6	1,842	4.8
More than four hours pay	1	0.2	60	0.1
Flat amount per hour or by day	70	16.7	4,965	12.9
Percentage of hourly rate	1	0.2	4	0.0
Stand-by at overtime rate	1	0.2	25	0.0
Other	5	1.1	2,024	5.2
No Provision	328	78.6	29,410	76.7

TABLE 59:

COST OF LIVING PROVISION (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
Provision exists	39	9.3	7,089	18.4
No Provision	378	90.6	31,241	81.5

TABLE 60:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
Monthly	10	2.3	2,175	5.6
Quarterly	6	1.4	643	1.6
Annually	14	3.3	1,235	3.2
Other (e.g. no details)	9	2.1	3,116	8.1
No Provision	378	90.6	31,161	81.2

TABLE 61:

METHOD OF CALCULATING COLA RATE OF PAYMENT

	Agts		Emps	
	#	%	#	%
Cents per point increase in index	9	2.1	2,778	7.2
Cents per percentage increase in index	3	0.7	212	0.5
Percentage increases in wages per percent increase in index	18	4.3	1,262	3.2
Percentage increases in wages per point increase in index	4	0.9	161	0.4
Other	5	1.1	2,756	7.1
No Provision	378	90.6	31,161	81.2

TABLE 62:

WAGE INCENTIVE

	Agts		Emps	
	#	%	#	%
Individual wage incentive plan	6	1.4	2,042	5.3
Group incentive plan	1	0.2	1,000	2.6
Piece-rate incentive plan	4	0.9	525	1.3
Wage incentive plan mentioned but no details	1	0.2	2,500	6.5
Other - includes agreement clauses where incentive plans are contemplated at some further date	2	0.4	470	1.2
No Provision	403	96.6	31,793	82.9

TABLE 63:

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER

	Agts		Emps	
	#	%	#	%
Full compensation for time lost (Machinery Breakdown)	4	0.9	345	0.9
Full compensation for time lost (Weather conditions)	16	3.8	617	1.6
Combination of 1 and 2	1	0.2	51	0.1
Other	15	3.5	4,027	10.5
No Provision	381	91.3	33,290	86.8

TABLE 64:

TRAVEL ALLOWANCES OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
Paid travel time	6	1.4	2,195	5.7
Paid travel allowance or transportation	41	9.8	5,489	14.3
Other	2	0.4	162	0.4
No Provision	368	88.2	30,484	79.5

TABLE 65:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
Paid travel time	3	0.7	685	1.7
Paid travel allowance or transportation	6	1.4	2,567	6.6
No Provision	408	97.8	35,078	91.5

TABLE 66:

TRAVEL ALLOWANCE OR TRANSPORTATION SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
Paid travel time	6	1.4	1,795	4.6
Paid travel allowance or transportation	30	7.1	7,110	18.5
Other	8	1.9	596	1.5
No Provision	373	89.4	28,829	75.2

TABLE 67:

TRAVEL ALLOWANCE/TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
Daily allowance	0	0.0	0	0.0
Meal allowance	4	0.9	97	0.2
Lodging allowance	1	0.2	450	1.1
Transportation allowance	27	6.4	1,895	4.9
Any combination of 2, 3 and 4	33	7.9	6,250	16.3
Other	1	0.2	50	0.1
No Provision	351	84.1	29,588	77.1

TABLE 68:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
5 1/2 days or less	2	0.4	110	0.2
6 days	8	1.9	362	0.9
7 days	5	1.1	70	0.1
8 days	19	4.5	3,059	7.9
9 days	67	16.0	4,863	12.6
9 1/2 days	4	0.9	64	0.1
10 days	107	25.6	11,732	30.6
10 1/2 days	6	1.4	318	0.8
11 days	143	34.2	14,065	36.6
11 1/2 days	11	2.6	1,502	3.9
12 days	19	4.5	1,195	3.1
12 1/2 days	1	0.2	29	0.0
13 days	2	0.4	36	0.0
13 1/2 days	1	0.2	15	0.0
16 days	1	0.2	32	0.0
Other	2	0.4	155	0.4
No Provision	19	4.5	723	1.8

TABLE 69:

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

	Agts		Emps	
	#	%	#	%
One month or less	35	8.3	2,579	6.7
2 months	13	3.1	1,096	2.8
3 months	9	2.1	1,330	3.4
6 months	5	1.1	1,800	4.6
Other	7	1.6	716	1.8
No Provision	348	83.4	30,809	80.3

TABLE 70:

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

	Agts		Emps	
	#	%	#	%
Employee must have worked the last scheduled working day before	2	0.4	628	1.6
Employee must have worked both the last working day before and the next working day after	228	54.6	23,898	62.3
Employee must have worked either the last working day before or the next working day after	2	0.4	172	0.4
Employee must have worked a specified length of time during the week, pay period, etc., prior to the holiday	1	0.2	35	0.0
Other	5	1.1	420	1.0
No Provision	179	42.9	13,177	34.3

TABLE 71:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	57	13.6	6,349	16.5
Extra's day off	10	2.3	312	0.8
Working day off or extra's day pay	32	7.6	3,248	8.4
Specific provision for no working day off with pay or no extra days pay	1	0.2	17	0.0
Observe on following Monday or day proclaimed by Government	83	19.9	8,638	22.5
Other	6	1.4	468	1.2
No Provision	228	54.6	19,298	50.3

TABLE 72:

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	49	11.7	4,903	12.7
Extra's day off	8	1.9	228	0.5
Working day off or extra's day pay	26	6.2	2,672	6.9
Observe on following Monday or day proclaimed by Government	114	27.3	13,986	36.4
Other	6	1.4	346	0.9
No Provision	214	51.3	16,195	42.2

TABLE 73:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
Shut down of the plant during vacation period	7	1.6	612	1.5
Any provision conferring any right for the employee to select his vacation	243	58.2	18,248	47.6
Combination of 1 and 2	18	4.3	5,707	14.8
Other	2	0.4	47	0.1
No Provision	147	35.2	13,716	35.7

TABLE 74:

PAID VACATION (TWO WEEKS)

	Agts		Emps	
	#	%	#	%
One year	215	51.5	17,285	45.0
Two years	2	0.4	19	0.0
Three years	2	0.4	126	0.3
Five years	1	0.2	370	0.9
Less than 1 year	39	9.3	6,897	17.9
Other	3	0.7	175	0.4
No Provision	155	37.1	13,458	35.1

TABLE 75:

PAID VACATION (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
One year	125	29.9	8,923	23.2
Two years	13	3.1	816	2.1
Three years	27	6.4	1,889	4.9
Four years	24	5.7	3,701	9.6
Five years	133	31.8	13,115	34.2
Six years	12	2.8	2,131	5.5
Seven years	7	1.6	252	0.6
Eight years	8	1.9	140	0.3
Nine years	2	0.4	48	0.1
Ten years	8	1.9	2,216	5.7
Eleven years	7	1.6	495	1.2
Twelve years	1	0.2	40	0.1
Fifteen years	2	0.4	68	0.1
Less than 1 year	4	0.9	884	2.3
Other	3	0.7	172	0.4
No Provision	41	9.8	3,440	8.9

TABLE 76:

PAID VACATIONS (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
One year	10	2.3	1,121	2.9
Two years	1	0.2	147	0.3
Four years	31	7.4	1,947	5.0
Five years	20	4.7	594	1.5
Seven years	1	0.2	16	0.0
Eight years	14	3.3	682	1.7
Nine years	9	2.1	2,084	5.4
Ten years	94	22.5	6,976	18.1
Eleven years	6	1.4	626	1.6
Twelve years	45	10.7	5,359	13.9
Thirteen years	14	3.3	2,691	7.0
Fourteen years	23	5.5	3,036	7.9
Fifteen years	53	12.7	5,493	14.3
Sixteen years	4	0.9	385	1.0
Seventeen years	5	1.1	105	0.2
Eighteen years	1	0.2	17	0.0
Twenty years	12	2.8	1,031	2.6
Twenty-two years	1	0.2	90	0.2
Twenty-three years	1	0.2	370	0.9
Twenty-five years	3	0.7	208	0.5
Other	2	0.4	165	0.4
No Provision	67	16.0	5,187	13.5

TABLE 77:

PAID VACATIONS (FIVE WEEKS)

	Agts		Emps	
	#	%	#	%
Four years	1	0.2	6	0.0
Eight years	1	0.2	16	0.0
Ten years	2	0.4	80	0.2
Twelve years	8	1.9	240	0.6
Fourteen years	13	3.1	790	2.0
Sixteen years	2	0.4	1,056	2.7
Eighteen years	4	0.9	1,584	4.1
Nineteen years	4	0.9	621	1.6
Twenty years	75	17.9	8,859	23.1
Twenty-one years	11	2.6	3,061	7.9
Twenty-two years	13	3.1	1,150	3.0
Twenty-three years	5	1.1	561	1.4
Twenty-four years	8	1.9	505	1.3
Twenty-five years	29	6.9	3,461	9.0
Twenty-nine years plus	6	1.4	1,828	4.7
No Provision	235	56.3	14,512	37.8

TABLE 78:

PAID VACATION (SIX WEEKS)

	Agts		Emps	
	#	%	#	%
Twenty years	3	0.7	310	0.8
Twenty-four years	2	0.4	95	0.2
Twenty-five years	2	0.4	1,056	2.7
Twenty-seven years	4	0.9	526	1.3
Twenty-eight years	3	0.7	183	0.4
Twenty-nine years	1	0.2	300	0.7
Thirty years	11	2.6	3,490	9.1
Thirty-one to thirty-two years	1	0.2	354	0.9
Thirty-three to thirty-five years	8	1.9	1,106	2.8
No Provision	382	91.6	30,910	80.6

TABLE 79:

PAID VACATION MORE THAN SIX WEEKS

	Agts		Emps	
	#	%	#	%
Provision for 7 weeks vacation	6	1.4	979	2.5
No Provision	411	98.5	37,351	97.4

TABLE 80:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
With limit	29	6.9	4,804	12.5
Carry-over specifically prohibited	63	15.1	7,408	19.3
Other	5	1.1	182	0.4
No Provision	320	76.7	25,936	67.6

TABLE 81:

EXTENDED VACATION IF TAKEN AT CERTAIN TIME(S) OF YEAR

	Agts		Emps	
	#	%	#	%
Vacation extended by one week or less	6	1.4	2,581	6.7
Extension varies according to seniority or number of week's vacation to which an employee is entitled	2	0.4	250	0.6
Other	2	0.4	57	0.1
No Provision	407	97.6	35,442	92.4

TABLE 82:

EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE

	Agts		Emps	
	#	%	#	%
Extended after completion of ten years of service	5	1.1	1,539	4.0
Extended after fifteen years of service	5	1.1	86	0.2
Extended after twenty years of service	40	9.5	2,620	6.8
Extended after twenty-five years or more years of service	3	0.7	680	1.7
Other	5	1.1	473	1.2
No Provision	359	86.0	32,932	85.9

TABLE 83:

PRE-RETIREMENT VACATION

	Agts		Emps	
	#	%	#	%
Pre-retirement in last year of employment only	0	0.0	0	0.0
Eligible to pre-retirement vacation plan only if he has completed a certain number of years of continuous service	2	0.4	571	1.4
Combination of 1 and 2	2	0.4	120	0.3
No Provision	413	99.0	37,639	98.1

TABLE 84:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
Provision for vacation bonus	6	1.4	371	0.9
Provision for year-end bonus or Christmas bonus	22	5.2	3,733	9.7
Other	6	1.4	2,642	6.8
No Provision	383	91.8	31,584	82.4

TABLE 85:

STATUTORY HOLIDAY FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
Another working day off with pay	203	48.6	14,100	36.7
Extra days pay	17	4.0	3,743	9.7
Either 1 or 2	59	14.1	5,319	13.8
No Provision	138	33.0	15,168	39.5

TABLE 86:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILIY

	Agts		Emps	
	#	%	#	%
1 day	5	1.1	115	0.3
2 days	9	2.1	611	1.5
3 days	226	54.1	24,787	64.6
4 days	23	5.5	1,637	4.2
5 days	125	29.9	8,989	23.4
Other	9	2.1	1,334	3.4
No Provision	20	4.7	857	2.2

TABLE 87:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
1 day	194	46.5	16,308	42.5
2 days	10	2.3	330	0.8
3 days	23	5.5	3,194	8.3
4 days	1	0.2	25	0.0
Other	14	3.3	1,717	4.4
No Provision	175	41.9	16,756	43.7

TABEL 88:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
1 day	1	0.2	40	0.1
2 days	5	1.1	463	1.2
3 days	1	0.2	29	0.0
No Provision	410	98.3	37,798	98.6

TABLE 89:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL LEAVE)

	Agts		Emps	
	#	%	#	%
1 day	20	4.7	3,494	9.1
2 days	5	1.1	807	2.1
Other	1	0.2	650	1.6
No Provision	391	93.7	33,379	87.0

TABLE 90:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
2 days	3	0.7	180	0.4
5 days	6	1.4	3,113	8.1
More than 5 days	14	3.3	1,893	4.9
Other	9	2.1	1,155	3.0
No Provision	385	92.3	31,989	83.4

TABLE 91:

PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	25	5.9	6,078	15.8
Employee receives the difference between regular pay and jury pay	164	39.3	18,368	47.9
Provision exists, but amount of pay is not specified or cannot be determined	1	0.2	27	0.0
Other	8	1.9	180	0.4
No Provision	219	52.5	13,677	35.6

TABLE 92:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	13	3.1	1,629	4.2
Employee receives a percentage of regular pay	1	0.2	600	1.5
Provision exists, but no mention whether leave is paid or unpaid	7	1.6	583	1.5
Unpaid leave of absence	31	7.4	1,851	4.8
Other	33	7.9	3,580	9.3
No Provision	332	79.6	30,087	78.4

TABLE 93:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
Reference to sabbatical leave paid	1	0.2	165	0.4
No Provision	416	99.7	38,165	99.5

TABLE 94:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
Provision for unpaid leave of absence	241	57.7	21,262	55.4
Provision for paid leave of absence (whole or in part)	37	8.8	3,415	8.9
Provision for leave, but no mention if paid or not	21	5.0	6,677	17.4
Other	3	0.7	330	0.8
No Provision	115	27.5	6,646	17.3

TABLE 95:

MEAL ALLOWANCES (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
Meal allowance	142	34.0	13,711	35.7
Paid meal period	26	6.2	2,488	6.4
Combination	14	3.3	2,438	6.3
No Provision	235	56.3	19,693	51.3

TABLE 96:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
5 minutes before mid-shift meal period	0	0.0	0	0.0
5 minutes before end of shift	13	3.1	1,529	3.9
10 minutes before mid-shift meal period	0	0.0	0	0.0
10 minutes before end of shift	7	1.6	1,936	5.0
Combination of 1 and 2	12	2.8	484	1.2
Combination of 1 and 4	1	0.2	1,400	3.6
Other - including time not specified	15	3.5	3,559	9.2
No Provision	369	88.4	29,422	76.7

TABLE 97:

REST PERIOD

	Agts		Emps	
	#	%	#	%
Once a day, ten minutes	5	1.1	161	0.4
Once a day, fifteen minutes	4	0.9	1,233	3.2
Once a day, more than 15 minutes	2	0.4	85	0.2

TABLE 97: (Cont'd)

REST PERIOD

	Agts		Emps	
	#	%	#	%
Twice a day, 20 minutes in total	66	15.8	6,800	17.7
Twice a day, 30 minutes in total	155	37.1	14,521	37.8
Twice a day, over 30 minutes in total	6	1.4	232	0.6
Other	11	2.6	1,016	2.6
No Provision	168	40.2	14,282	37.2

TABLE 98:

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Employer pays all cost	5	1.1	1,155	3.0
Employer pays percentage of cost with maximum specified	1	0.2	180	0.4
Other	1	0.2	1,430	3.7
No Provision	410	98.3	35,565	92.7

TABLE 99:

CLOTHING AND UNIFORMS (EXCLUDES PROTECTIVE SAFETY CLOTHING)

	Agts		Emps	
	#	%	#	%
Work clothing and uniform provided by employer at no cost to employee	161	38.6	11,768	30.7
Work clothing and uniform provided by employer at some cost to employee	26	6.2	2,540	6.6
Employee receives allowance for the purchase of work clothing (includes replacement)	13	3.1	944	2.4
Other	13	3.1	2,298	5.9
No Provision	204	48.9	20,780	54.2

TABLE 100:

TOOLS

	Agts		Emps	
	#	%	#	%
Tools provided at no cost to the employee	25	5.9	2,476	6.4
Tools provided at some cost to the employee	8	1.9	1,779	4.6
Tools supplied by the employee	3	0.7	430	1.1
Cash Allowance	6	1.4	482	1.2
Other	5	1.1	1,670	4.3
No Provision	370	88.7	31,493	82.1

TABLE 101:

SAFETY EQUIPMENT

	Agts		Emps	
	#	%	#	%
Safety equipment provided at no cost to the employee	105	25.1	10,891	28.4
Safety equipment provided at some cost to the employee	35	8.3	3,645	9.5
Safety equipment provided and maintained at no cost	6	1.4	3,398	8.8
Safety equipment provided and maintained at some cost	1	0.2	120	0.3
Other	4	0.9	277	0.7
No Provision	266	63.7	19,999	52.1

TABLE 102:

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Specific provision for training on the job	45	10.7	4,642	12.1
Apprenticeship program	18	4.3	5,729	14.9
Tuition/financial assistance (Ed'n)	14	3.3	2,064	5.3
Combination of 1 and 2	5	1.1	985	2.5
Combination of 1 and 3	2	0.4	89	0.2
Combination of 2 and 3	1	0.2	60	0.1
Combination of 1, 2 and 3	1	0.2	35	0.0
Other	8	1.9	275	0.7
No Provision	323	77.4	24,451	63.7

TABLE 103:

INDUSTRIAL SAFETY

	Agts		Emps	
	#	%	#	%
Provision exists for safety	88	21.1	7,097	18.5
Safety Committee	52	12.4	4,459	11.6
Combination of 1 and 2	59	14.1	12,907	33.6
No Provision	218	52.2	13,867	36.1

TABLE 104:

REHABILITATION PROGRAMS (ALCOHOLISM/DRUGS)

	Agts		Emps	
	#	%	#	%
Provision	56	13.4	10,676	27.8
No Provision	361	86.5	27,654	72.1

TABLE 105:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
Legal defence provided (3rd party action)	8	1.9	156	0.4
Other	3	0.7	722	1.8
No Provision	406	97.3	37,452	97.7

TABLE 106:

ENVIRONMENT - PROTECTION

	Agts		Emps	
	#	%	#	%
Joint Committee of Labour and Management	1	0.2	50	0.1
Specific reference to environment protection enumerated	3	0.7	730	1.9
Any combination	2	0.4	380	0.9
Other	1	0.2	1,000	2.6
No Provision	410	98.3	36,170	94.3

TABLE 107:

LONGEVITY PAY

	Agts		Emps	
	#	%	#	%
0 - $100.00 per year	1	0.2	83	0.2
$101.00 - $250.00 per year	1	0.2	25	0.0
$250.00 or more	3	0.7	64	0.1
Other	5	1.1	244	0.6
No Provision	407	97.6	37,914	98.9

TABLE 108:

WOMEN - MATERNITY LEAVE (SENIORITY)

	Agts		Emps	
	#	%	#	%
Seniority retained	103	24.7	11,879	30.9
Seniority accumulated	11	2.6	420	1.0
Provision for seniority, but does not mention if retained or accumulated	15	3.5	1,416	3.6
Accumulated up to certain period then retained afterwards	4	0.9	129	0.3
Other	17	4.0	2,037	5.3
No Provision	267	64.0	22,449	58.5

TABLE 109:

WOMEN - MATERNITY LEAVE (PAY)

	Agts		Emps	
	#	%	#	%
Leave of absence without loss of pay	13	3.1	2,163	5.6
Leave of absence with loss of pay	125	29.9	13,436	35.0
Leave of absence - use of sick leave (with or without specified maximum)	3	0.7	78	0.2
Leave of absence - weekly indemnity or group insurance plan	5	1.1	1,800	4.6
Other	9	2.1	522	1.3
No Provision	262	62.8	20,331	53.0

TABLE 110:

WOMAN - MATERNITY LEAVE TIME LIMITATION BEFORE & AFTER BIRTH DATE

	Agts		Emps	
	#	%	#	%
Less than 3 months	6	1.4	2,701	7.0
3 months	4	0.9	327	0.8
4 months	32	7.6	2,634	6.8
5 months	75	17.9	7,328	19.1
6 or more months	33	7.9	5,355	13.9
Length not specified - employee determines date of leaving and returning	4	0.9	92	0.2
Length not specified or cannot be determined	5	1.1	659	1.7
Other	1	0.2	15	0.0
No Provision	257	61.6	19,219	50.1

TABLE 111:

ADVANCE NOTICE AND/OR CONSULTATION PRIOR TO INTRO OF TECH. CHANGES

	Agts		Emps	
	#	%	#	%
Provision for less than 3 months	15	3.5	2,499	6.5
Provision for 3 to 6 months	15	3.5	3,365	8.7
Provision for a year or more	2	0.4	380	0.9
As provided in legislation	1	0.2	55	0.1
Other	16	3.8	4,566	11.9
No Provision	368	88.2	27,465	71.6

TABLE 112:

TRAINING OR RETRAINING (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Displaced employees provided with on-the-job training opportunity on new equipment	6	1.4	378	0.9
Displaced employees provided with on-the-job training opportunity for other job	7	1.6	3,010	7.8
Laid-off employee to receive retraining at employer expense	1	0.2	15	0.0
Other	13	3.1	665	1.7
No Provision	390	93.5	34,262	89.3

TABLE 113:

RELOCATION ALLOWANCE (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Employer pays full cost	0	0.0	0	0.0
Employer pays percentage of cost	0	0.0	0	0.0
Other	2	0.4	62	0.1
No Provision	415	99.5	38,268	99.8

TABLE 114:

LABOUR MANAGEMENT COMMITTEE (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Committee studies the problems created by technological changes and makes recommendations	6	1.4	947	2.4
Other	2	0.4	368	0.9
No Provision	409	98.0	37,015	96.5

TABLE 115:

EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Some form of wage or employment guarantee due to technological change (other than S.U.B. or severance pay)	10	2.3	1,733	4.5
Attrition	1	0.2	68	0.1
Distribution of work (includes cases like short work week, extended vacation)	0	0.0	0	0.0
Combination of 1, 2 and/or 3	2	0.4	450	1.1
Other	8	1.9	443	1.1
No Provision	396	94.9	35,636	92.9

TABLE 116:

NOTICE OF LAY-OFF IN CASE OF TECHNOLOGICAL CHANGE

	Agts		Emps	
	#	%	#	%
Provision for 3 to 6 months	5	1.1	596	1.5
Other	6	1.4	778	2.0
No Provision	406	97.3	36,956	96.4

TABLE 117:

TECHNOLOGICAL CHANGE - WORKING SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
Specific reference to distribution of work	2	0.4	380	0.9
Specific reference to rotation of employment	2	0.4	172	0.4
No Provision	413	99.0	37,778	98.5

TABLE 118:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
Moonlighting permitted (no moonlighting if such work interfers with regular work of employee)	8	1.9	1,295	3.3
Moonlighting prohibited	4	0.9	72	0.1
Moonlighting permitted with restrictions other than mentioned in category no.1 above	2	0.4	140	0.3
Other	1	0.2	15	0.0
No Provision	402	96.4	36,808	96.0

TABLE 119:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
Contracting out permitted	12	2.8	4,025	10.5
Contracting out prohibited	33	7.9	1,377	3.5
Employer cannot contract out work which will lead to lay-offs or failure to recall members of bargaining unit	51	12.2	2,724	7.1
Employer cannot contract-out to non-union employer	0	0.0	0	0.0
Combination of 3 and 4	1	0.2	7	0.0
Other	14	3.3	736	1.9
No Provision	306	73.3	29,461	76.8

TABLE 120:

REOPENER CLAUSE

	Agts		Emps	
	#	%	#	%
Wage reopener	19	4.5	1,664	4.3
Working conditions reopener	2	0.4	631	1.6
Both wages and working conditions reopener	13	3.1	2,738	7.1
Other	3	0.7	243	0.6
No Provision	380	91.1	33,054	86.2

TABLE 121:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	5	1.1	753	1.9
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs if available	26	6.2	5,198	13.5
Retaining of older and/or handicapped workers	1	0.2	2,500	6.5
Combination of above categories	5	1.1	476	1.2
Other (Other related provision) e.g. hiring of older workers	2	0.4	212	0.5
No Provision	378	90.6	29,191	76.1

TABLE 122:

PRODUCTIVITY PLAN

	Agts		Emps	
	#	%	#	%
Provision exists	4	0.9	158	0.4
No Provision	413	99.0	38,172	99.5

TABLE 123:

LABOUR - MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
Provision exists i.e. industrial relations issues	188	45.0	15,649	40.8
No Provision	229	54.9	22,681	59.1

TABLE 124:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
General statement of management rights	84	20.1	7,820	20.4
Enumerated list of management rights residual with management	284	68.1	25,637	66.8
Enumerated list of management rights residual rights silent	2	0.4	165	0.4
No Provision	47	11.2	4,708	12.2

TABLE 125:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
51 - 75 percent of yearly salary	2	0.4	288	0.7
Lump sum payment	8	1.9	2,150	5.6
Plan mentioned - no details given	3	0.7	422	1.1
Other	11	2.6	2,177	5.6
No Provision	393	94.2	33,293	86.8

TABLE 126:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
$500.00 - $999.00	1	0.2	118	0.3
No Provision	416	99.7	38,212	99.6

TABLE 127:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
Union - Management (joint management)	2	0.4	250	0.6
Management only	2	0.4	637	1.6
Union only	4	0.9	112	0.2
Trustee (either individual or corporate) or insurance co.	3	0.7	420	1.0
No Provision	406	97.3	36,911	96.2

TABLE 128:

ADMINISTRATION OF SUB PLAN

	Agts		Emps	
	#	%	#	%
Trustee (either individual or corporate) or Insurance Co.	1	0.2	95	0.2
No Provision	416	99.7	38,235	99.7

TABLE 129:

ADMINISTRATION OF HEALTH AND WELFARE PLAN

	Agts		Emps	
	#	%	#	%
Management only	3	0.7	1,900	4.9
Union only	6	1.4	314	0.8
Trustee (either individual or corporate) or Insurance Co.	6	1.4	296	0.7
No Provision	402	96.4	35,820	93.4

TABLE 130:

NORMAL WORK WEEK (DAYS PER WEEK), (PART-TIME WORKERS ONLY)

	Agts		Emps	
	#	%	#	%
5 days or less per week	5	1.1	317	0.8
Irregular hours	40	9.5	5,848	15.2
Other	2	0.4	65	0.1
No Provision	370	88.7	32,100	83.7

TABLE 131:

PART-TIME EMPLOYEES - DAILY HOURS

	Agts		Emps	
	#	%	#	%
001 - 300 hours	9	2.1	1,239	3.2
301 - 329 hours	1	0.2	40	0.1
4 hours	1	0.2	19	0.0
500 - 559 hours	4	0.9	343	0.8
600 + hours	2	0.4	195	0.5
Other (including irregular)	41	9.8	3,732	9.7
No Provision	359	86.0	32,762	85.4

TABLE 132:

PART-TIME EMPLOYEES - WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
0001 - 1500 hours	2	0.4	267	0.6
20 hours	3	0.7	57	0.1
2001 - 2225 hours	1	0.2	27	0.0
2226 - 2455 hours	4	0.9	1,138	2.9
2456 - 2955 hours	3	0.7	113	0.2
30 + hours	4	0.9	279	0.7
Other (including irregular)	43	10.3	4,990	13.0
No Provision	357	85.6	31,459	82.0

TABLE 133:

PART-TIME EMPLOYEES (HEALTH & WELFARE, SICK LEAVE, PENSION PLANS)

	Agts		Emps	
	#	%	#	%
Provision for health & welfare benefits	2	0.4	369	0.9
Provision for sick leave benefits	21	5.0	1,161	3.0
Provision for pension benefits	0	0.0	0	0.0
Combination of 1 and 2	2	0.4	53	0.1
Combination of 2 and 3	3	0.7	134	0.3
Combination of 1, 2 and 3	17	4.0	1,117	2.9
Other	2	0.4	221	0.5
No Provision	370	88.7	35,275	92.0

TABLE 134:

PART-TIME EMPLOYEES (VACATIONS & HOLIDAYS)

	Agts		Emps	
	#	%	#	%
Pro-rated vacation for part-timers	19	4.5	1,985	5.1
Pro-rated paid statutory holidays	17	4.0	917	2.3
Both pro-rated vacation & holidays for part-timers	76	18.2	6,689	17.4
No Provision	305	73.1	28,739	74.9

TABLE 135:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
Provision exists but posting period not specified or cannot be determined	30	7.1	6,413	16.7
Posting period specified in calendar days - 7 or less days	16	3.8	819	2.1
Posting period specified in calendar days more than 7 days but less than 15 days	6	1.4	476	1.2
Posting period specified in calendar days - 15 days or more	19	4.5	1,131	2.9
Posting period specified in working days - 7 or less days	69	16.5	7,432	19.3
Posting period specified in working days more than 7 days but less than 15 days	5	1.1	1,504	3.9
Posting period specified in working days - 15 days or more	2	0.4	189	0.4
Duration stated but not specified whether it is in working days or calendar days	125	29.9	8,723	22.7
Other	1	0.2	40	0.1
No Provision	144	34.5	11,603	30.2

TABLE 136:

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	15	3.5	1,603	4.1
75 percent or more but less than 100 percent	4	0.9	251	0.6
66 2/3 percent or more but less than 75 percent	4	0.9	354	0.9
More than 50 percent but less than 66 2/3 percent	6	1.4	498	1.2
50 percent or less	64	15.3	5,536	14.4
Flat amount	3	0.7	315	0.8
Percentage of employee payroll	1	0.2	6	0.0
Welfare plan mentioned, but no details given	56	13.4	8,742	22.8
Other	2	0.4	35	0.0
No Provision	262	62.8	20,990	54.7

TABLE 137:

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	5	1.1	641	1.6
75 percent or more but less than 100 percent	2	0.4	54	0.1
66 2/3 percent or more but less than 75 percent	1	0.2	24	0.0
50 percent or less	10	2.3	1,997	5.2
Flat amount	3	0.7	475	1.2
Welfare plan mentioned, but no details given	19	4.5	3,624	9.4
No Provision	377	90.4	31,515	82.2

TABLE 138:

DENTAL PLAN (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
100 percent	6	1.4	1,370	3.5
66 2/3 percent or more but less than 75 percent	4	0.9	85	0.2
50 percent or less	12	2.8	453	1.1
Plan mentioned, but no details given	8	1.9	2,932	7.6
No Provision	387	92.8	33,490	87.3

TABLE 139:

WORKERS' COMPENSATION

	Agts		Emps	
	#	%	#	%
Compensation payable is the difference between workmen's compensation and regular salary	96	23.0	10,332	26.9
Compensation while injured employee's claim is being settled by W.C.B.	14	3.3	1,829	4.7
Other form of supplementary payment	28	6.7	1,792	4.6
Other	7	1.6	309	0.8
No Provision	272	65.2	24,068	62.7

TABLE 140:

LIFE INSURANCE, DEATH & DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	24	5.7	2,774	7.2
75 percent or more but less than 100 percent	6	1.4	380	0.9
66 2/3 percent or more but less than 75 percent	3	0.7	344	0.8
More than 50 percent but less than 66 2/3 percent	3	0.7	57	0.1
50 percent or less	60	14.3	3,461	9.0
Flat amount	4	0.9	579	1.5
Percentage of employee payroll	6	1.4	2,200	5.7
Welfare plan mentioned, but no details given	95	22.7	16,457	42.9
Other	4	0.9	475	1.2
No Provision	212	50.8	11,603	30.2

TABLE 141:

LIFE INSURANCE, DEATH & DISMEMBERMENT - AMOUNT OF BENEFIT

	Agts		Emps	
	#	%	#	%
$4,999 or less	9	2.1	892	2.3
$5,000 to $7,499	4	0.9	129	0.3
$7,501 to $9,999	4	0.9	280	0.7
$10,000	6	1.4	2,451	6.3
$12,500	1	0.2	25	0.0
$15,000	3	0.7	204	0.5
$15,001 to $17,499	1	0.2	162	0.4
$20,000	2	0.4	85	0.2
More than $20,000	19	4.5	2,913	7.5
Other	122	29.2	14,421	37.6
No Provision	246	58.9	16,768	43.7

TABLE 142:

LIFE INSURANCE - RETIREES AND/OR DEPENDENTS

	Agts		Emps	
	#	%	#	%
Less than $1,999	10	2.3	2,087	5.4
$3,000 or more but less than $4,000	1	0.2	170	0.4
$4,000 or more but less than $5,000	1	0.2	300	0.7
$7,000 or more	1	0.2	5	0.0
Plan mentioned, but no details given	6	1.4	501	1.3
Other	1	0.2	80	0.2
No Provision	397	95.2	35,187	91.8

TABLE 143:

SICKNESS WEEKLY INDEMNITY (PERIOD OF)

	Agts		Emps	
	#	%	#	%
1 - 10 weeks	1	0.2	55	0.1
11 - 13 weeks	4	0.9	837	2.1
15 weeks	3	0.7	1,475	3.8
17 weeks	1	0.2	120	0.3
19 weeks	1	0.2	60	0.1
20 weeks	1	0.2	20	0.0
26 weeks	24	5.7	2,680	6.9
27 - 30 weeks	2	0.4	450	1.1
31 - 38 weeks	1	0.2	100	0.2
40 - 43 weeks	5	1.1	1,800	4.6

TABLE 143: (Cont'd)

SICKNESS WEEKLY INDEMNITY (PERIOD OF)

	Agts		Emps	
	#	%	#	%
48 - 51 weeks	1	0.2	100	0.2
52 weeks	5	1.1	692	1.8
Welfare plan mentioned, but no details given	30	7.1	6,175	16.1
Other	9	2.1	1,623	4.2
No Provision	329	78.8	22,143	57.7

TABLE 144:

SICKNESS WEEKLY INDEMNITY (AMOUNT OF BENEFIT)

	Agts		Emps	
	#	%	#	%
30 - 39 dollars per week	2	0.4	385	1.0
51 - 59 dollars per week	2	0.4	440	1.1
75 dollars per week	1	0.2	180	0.4
86 - 94 dollars per week	1	0.2	20	0.0
100 dollars per week	3	0.7	20	0.0
115 dollars per week	1	0.2	450	1.1
116 - 124 dollars per week	1	0.2	400	1.0
126 - 149 dollars per week	3	0.7	320	0.8
150 dollars per week	3	0.7	728	1.8
176 + dollars per week	2	0.4	312	0.8
50 percent - 74 percent dollars per week	18	4.3	2,329	6.0
75 percent + dollars per week	16	3.8	3,327	8.6
No Details	24	5.7	3,933	10.2
Other	11	2.6	3,343	8.7
No Provision	329	78.8	22,143	57.7

TABLE 145:

PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

	Agts		Emps	
	#	%	#	%
0 - 5 days per year	15	3.5	1,089	2.8
6 days per year	8	1.9	1,354	3.5
7 days per year	5	1.1	31	0.0
8 days per year	3	0.7	108	0.2
9 days per year	3	0.7	109	0.2
10 days per year	11	2.6	451	1.1
11 days per year	1	0.2	17	0.0
12 days per year	28	6.7	1,075	2.8

TABLE 145: (Cont'd)

PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

	Agts		Emps	
	#	%	#	%
13 days per year	1	0.2	7	0.0
14 days per year	1	0.2	10	0.0
15 days per year	8	1.9	393	1.0
16 days per year	2	0.4	123	0.3
18 days per year	64	15.3	3,169	8.2
20 days per year	7	1.6	193	0.5
21 days per year	1	0.2	20	0.0
24 days per year	8	1.9	143	0.3
26 - 30 days per year	89	21.3	7,656	19.9
31 - 40 days per year	2	0.4	57	0.1
41 - 49 days per year	1	0.2	27	0.0
50 + days per year	3	0.7	2,865	7.4
No details	10	2.3	459	1.1
Other	6	1.4	312	0.8
No Provision	140	33.5	18,662	48.6

TABLE 146:

ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
0 - 15 days	13	3.1	2,925	7.6
16 - 20 days	2	0.4	1,026	2.6
21 - 24 days	1	0.2	30	0.0
25 - 29 days	1	0.2	4	0.0
30 - 34 days	3	0.7	214	0.5
40 - 49 days	8	1.9	201	0.5
50 days	4	0.9	100	0.2
51 - 99 days	20	4.7	983	2.5
100 - 149 days	27	6.4	1,056	2.7
150 - 199 days	119	28.5	7,287	19.0
200 days	2	0.4	44	0.1
225 - 249 days	2	0.4	28	0.0
250 + days	11	2.6	2,603	6.7
Indefinite	2	0.4	78	0.2
No details	26	6.2	1,349	3.5
Other	8	1.9	887	2.3
No Provision	168	40.2	19,515	50.9

TABLE 147:

LONG TERM DISABILITY (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
100 percent	3	0.7	1,034	2.6
75 percent or more but less than 100 percent	1	0.2	20	0.0
66 2/3 percent or more but less than 75 percent	1	0.2	26	0.0
More than 50 percent but less than 66 2/3 percent	3	0.7	298	0.7
50 percent or less	24	5.7	2,539	6.6
Percentage of employee payroll	5	1.1	1,800	4.6
Welfare plan mentioned, but no details given	27	6.4	4,219	11.0
Other	3	0.7	291	0.7
No Provision	350	83.9	28,103	73.3

TABLE 148:

LONG TERM DISABILITIES - BENEFITS (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
75 dollars per week	1	0.2	16	0.0
125 dollars per week	1	0.2	1,450	3.7
126 - 149 dollars per week	1	0.2	170	0.4
150 dollars per week	1	0.2	100	0.2
176 + dollars per week	3	0.7	404	1.0
50 percent of annual salary	1	0.2	50	0.1
60 percent of annual salary	2	0.4	162	0.4
61 to 69 percent of annual salary	8	1.9	1,756	4.5
70 percent of annual salary	1	0.2	63	0.1
76 percent +	1	0.2	110	0.2
Plan mentioned but no details	40	9.5	3,992	10.4
Other	8	1.9	2,330	6.0
No Provision	349	83.6	27,727	72.3

TABLE 149:

PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	5	1.1	842	2.1
75 percent or more but less than 100 percent	1	0.2	25	0.0
66 2/3 percent or more but less than 75 percent	1	0.2	24	0.0
More than 50 percent but less than 66 2/3 percent	1	0.2	16	0.0
50 percent or less	19	4.5	540	1.4
Flat amount	55	13.1	3,084	8.0
Percentage of employee payroll	7	1.6	147	0.3
Welfare plan mentioned, but no details given	113	27.0	15,968	41.6
Other	4	0.9	320	0.8
No Provision	211	50.5	17,364	45.2

TABLE 150:

PRIVATE PENSION PLAN - BENEFIT (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
$6 or more but less than $7/month/years or service	1	0.2	625	1.6
$7 or more but less than $8/month/years of service	1	0.2	1,450	3.7
$8 or more but less than $9/month/years of service	1	0.2	170	0.4
$9 or more but less than $10/month/years of service	4	0.9	2,642	6.8
$10 or more/years of service	2	0.4	195	0.5
less than $100/month	1	0.2	25	0.0
Less than 1 percent of total employee earnings on which contributions are based	1	0.2	100	0.2
1 percent or more but less than 2 percent earnings on which contributions are based	2	0.4	300	0.7
4 percent or more but less than 5 percent earnings on which contributions are based	1	0.2	14	0.0
5 percent + of total employee earnings on which contributions are based	1	0.2	63	0.1
Percentage of employees' constribution to pension plan	4	0.9	238	0.6
Plan mentioned but no details given	164	39.3	12,379	32.2
Other	21	5.0	2,654	6.9
No Provision	213	51.0	17,475	45.5

TABLE 151:

INDEXATION OF PRIVATE PENSION PLANS

	Agts		Emps	
	#	%	#	%
Provision to index at full C.O.L.A.	1	0.2	170	0.4
Provision to index at fixed percent (i.e. 6 percent)	1	0.2	150	0.3
No Provison	415	99.5	38,010	99.1

TABLE 152:

EARLY RETIREMENT BENEFIT

	Agts		Emps	
	#	%	#	%
Unreduced basic benefit	5	1.1	3,559	9.2
Reduced basic benefit	4	0.9	680	1.7
Special monthly pension payments	3	0.7	263	0.6
Other	6	1.4	3,094	8.0
No Provision	399	95.6	30,734	80.1

TABLE 153:

REIMBURSEMENT UNUSED SICK LEAVE - TERMINATION

	Agts		Emps	
	#	%	#	%
Unused sick leave accumulated is not paid	6	1.4	278	0.7
All unused sick leave is paid	1	0.2	40	0.1
Fraction of unused sick leave is paid	19	4.5	691	1.8
Maximum days paid varies with length of service	1	0.2	22	0.0
Other	1	0.2	8	0.0
No Provision	389	93.2	37,291	97.2

TABLE 154:

REIMBURSEMENT UNUSED SICK LEAVE - RETIREMENT

	Agts		Emps	
	#	%	#	%
Unused sick leave is not paid	4	0.9	188	0.4
All unused sick leave is paid	9	2.1	531	1.3
Percentage of unused sick leave is paid	19	4.5	1,001	2.6
Maximum days paid varies with length of service	2	0.4	27	0.0
Other	2	0.4	126	0.3
No Provision	381	91.3	36,457	95.1

PART II:

MANUFACTURING

The Manufacturing sector includes industries whose SIC (Standard Industrial Classification) numbers range from 101 to 399. This group is comprised of manufacturing in food and beverages, textiles, clothing, wood, furniture, paper and printing, primary metals, machinery, transportation, equipment, electrical products, non-metallic mineral products, petroleum and chemicals. The data in this section is based on 117 collective agreements covering some 16,002 employees.

TABLE 1:

UNION SECURITY - MEMBERSHIP

	Agts		Emps	
	#	%	#	%
Closed Shop	1	0.8	32	0.1
Union Shop	57	48.7	6,219	38.8
Modified Union Shop	16	13.6	1,126	7.0
Maintenance of membership for present and future employees	7	5.9	823	5.1
Rand Formula	23	19.6	6,734	42.0
Modified Rand Formula	3	2.5	44	0.2
Other	3	2.5	344	2.1
No Provision	7	5.9	680	4.2

TABLE 2:

UNION SECURITY - CHECK-OFF

	Agts		Emps	
	#	%	#	%
Compulsory Check-off for all employees	64	54.7	9,358	58.4
Compulsory only for Union members	14	11.9	2,349	14.6
Voluntary (Whether revocable or irrevocable)	21	17.9	3,071	19.1
Voluntary for old employees, compulsory for new	13	11.1	846	5.2
No Provision	5	4.2	378	2.3

TABLE 3:

JURISDICTION OF WORK-EACH TRADE

	Agts		Emps	
	#	%	#	%
Provision respecting the scope of work	5	4.2	2,972	18.5
No Provision	112	95.7	13,030	81.4

TABLE 4:

UNION SECURITY - CROSSING THE PICKET LINES ETC.

	Agts		Emps	
	#	%	#	%
Employees have the right to refuse to cross picket lines	2	1.7	75	0.4
Employees have the right to refuse to handle hot cargoes	4	3.4	563	3.5
Combination of both one and two	2	1.7	83	0.5
No Provision	109	93.1	15,281	95.4

TABLE 5:

LENGTH OF PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
One month or less	7	5.9	2,140	13.3
Up to two months	42	35.8	7,260	45.3
Up to three months	43	36.7	3,466	21.6
Up to four months	8	6.8	1,589	9.9
Up to five months	1	0.8	443	2.7
Up to and including six months	1	0.8	15	0.0
More than six months	1	0.8	20	0.1
Other	4	3.4	416	2.5
No Provision	10	8.5	653	4.0

TABLE 6:

SPECIAL SENIORITY PROVISION - SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
Special seniority provision for a limited number of employees with special skills	6	5.1	402	2.5
Special seniority for union officials	6	5.1	1,490	9.3
No Provision	105	89.7	14,110	88.1

TABLE 7:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
Straight seniority	4	3.4	466	2.9
Seniority taken into account along with - ability, skill, knowledge and physical fitness	13	11.1	1,127	7.0
Straight seniority if other factors are equal or sufficient	83	70.9	13,428	83.9
No Provision	17	14.5	981	6.1

TABLE 8:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Straight Seniority	23	19.6	2,556	15.9
Seniority taken into account along with - knowledge, skills, ability, training and physical fitness	18	15.3	2,968	18.5
Straight seniority if other factors are equal or sufficient	65	55.5	7,048	44.0
No Provision	11	9.4	3,430	21.4

TABLE 9:

RETENTION OF SENIORITY DURING TERM OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	26	22.2	1,462	9.1
Seniority is retained for more than 6 months up to and including 12 months	35	29.9	2,492	15.5
Seniority is retained for more than 12 months up to and including 18 months	8	6.8	685	4.2
Seniority is retained for more than 18 months up to and including 24 months	8	6.8	736	4.5
Seniority is retained for more than 24 months	2	1.7	650	4.0
Retention is graduated according to length of service	2	1.7	813	5.0
Length not specified or indefinite	10	8.5	4,525	28.2
Other	4	3.4	417	2.6
No Provision	22	18.8	4,222	26.3

TABEL 10:

RETENTION OF SENIORITY DURING ILLNESS

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	9	7.6	679	4.2
Seniority is retained for more than 6 months up to and including 12 months	15	12.8	1,222	7.6
Seniority is retained for more than 18 months up to and including 24 months	1	0.8	75	0.4
Seniority is retained for more than 24 months	2	1.7	787	4.9
Length not specified or indefinite	11	9.4	1,287	8.0
Not specified in list of circumstances under which seniority is lost	43	36.7	7,708	48.1
Other	4	3.4	325	2.0
No Provision	32	27.3	3,919	24.4

TABLE 11:

SENIORITY - BUMPING

	Agts		Emps	
	#	%	#	%
Unrestricted right to bump	12	10.2	1,768	11.0
Restricted right to bump	19	16.2	3,068	19.1
Other	2	1.7	2,525	15.7
No Provision	84	71.7	8,641	53.9

TABLE 12:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Less than one week	14	11.9	922	5.7
One week	13	11.1	1,078	6.7
Two weeks	3	2.5	555	3.4
Graduated	2	1.7	270	1.6
Other	1	0.8	63	0.3
No Provision	84	71.7	13,114	81.9

TABLE 13:

RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
Straight seniority	17	14.5	1,698	10.6
Seniority taken into account along with - ability, skill knowledge and physical fitness	14	11.9	1,673	10.4
Straight seniority if other factors are equal or sufficient	62	52.9	7,110	44.4
No Provision	24	20.5	5,521	34.5

TABLE 14:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
Plant	22	18.8	1,455	9.0
Department	20	17.0	2,809	17.5
Bargaining Unit	9	7.6	979	6.1
Other	31	26.4	8,985	56.1
No Provision	35	29.9	1,774	11.0

TABLE 15:

SEVERANCE PAY AND SUB

	Agts		Emps	
	#	%	#	%
Severance pay - benefits specified in agreement (no sub)	10	8.5	1,263	7.8
Sub and severance pay	1	0.8	2,500	15.6
Sub plans - benefits specified in agreement	1	0.8	95	0.5
No Provision	105	89.7	12,144	75.8

TABLE 16:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
One year	7	5.9	981	6.1
More than one year less than five years service	5	4.2	242	1.5
Five years service	4	3.4	503	3.1
Service requirements not mentioned	3	2.5	484	3.0
Other	2	1.7	265	1.6
No Provision	96	82.0	13,527	84.5

TABLE 17:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RESIGNATION

	Agts		Emps	
	#	%	#	%
One year service	1	0.8	20	0.1
No Provision	116	99.1	15,982	99.8

TABLE 18:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RETIREMENT

	Agts		Emps	
	#	%	#	%
One year service	1	0.8	20	0.1
More than one year less than 5 years service	1	0.8	95	0.5
More than 10 years service	2	1.7	380	2.3
No Provision	113	96.5	15,507	96.9

TABLE 19:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (LAY-OFF)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	1	0.8	15	0.0
One week for each year of service	7	5.9	3,413	21.3
Up to 2 weeks for each year of service	1	0.8	68	0.4
Flat amounts	10	8.5	941	5.8
Other	7	5.9	879	5.4
No Provision	91	77.7	10,686	66.7

TABLE 20:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Flat amounts	1	0.8	20	0.1
No Provision	116	99.1	15,982	99.8

TABLE 21:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	2	1.7	380	2.3
Flat amounts	1	0.8	20	0.1
Other	1	0.8	95	0.5
No Provision	113	96.5	15,507	96.9

TABLE 22:

SEVERANCE PAYMENTS - TOTAL BENEFITS (ON LAY-OFFS)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	1	0.8	110	0.6
10 to 15 weeks	2	1.7	64	0.3
21 to 30 weeks	1	0.8	68	0.4
31 to 52 weeks	1	0.8	44	0.2
Flat amount	3	2.5	208	1.2
Maximum amount not specified	6	5.1	758	4.7
Other	2	1.7	245	1.5
No Provision	101	86.3	14,505	90.6

TABLE 23:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
10 to 15 weeks	2	1.7	380	2.3
Maximum amount not specified	1	0.8	20	0.1
No Provision	114	97.4	15,602	97.5

TABLE 24:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	2	1.7	380	2.3
Maximum amount not specified	1	0.8	20	0.1
Other	1	0.8	95	0.5
No Provision	113	96.5	15,507	96.9

TABLE 25:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

	Agts		Emps	
	#	%	#	%
Employee only	8	6.8	457	2.8
Union representative only	13	11.1	788	4.9
Employees with or without union representative	89	76.0	13,922	87.0
Union only	1	0.8	10	0.0
Grievance committee only	3	2.5	343	2.1
Other	2	1.7	128	0.7
No Provision	1	0.8	354	2.2

TABLE 26:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
Number of steps in the grievance is reduced	31	26.4	3,905	24.4
Duration of delays between steps is reduced	3	2.5	210	1.3
Combination of 1 and 2	7	5.9	754	4.7
Other	1	0.8	95	0.5
No Provision	75	64.1	11,038	68.9

TABLE 27:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
Union officials receive time off without loss of pay for grievance work during regular hours of work	38	32.4	6,854	42.8
Remuneration is for a limited number of hours only	3	2.5	453	2.8
Union officials receive time off for grievance work, but no indication if such time off is paid or unpaid	5	4.2	368	2.2
Other	7	5.9	627	3.9
No Provision	64	54.7	7,700	48.1

TABLE 28:

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF AGREEMENTS

	Agts		Emps	
	#	%	#	%
Compensation limited to regular hours of work	22	18.8	4,627	28.9
Compensation is for a specific number of hours	1	0.8	25	0.1
Union officials receive time off for negotiation of agreement but no indication if such time off is paid or unpaid	1	0.8	43	0.2
Other	10	8.5	2,202	13.7
No Provision	83	70.9	9,105	56.8

TABLE 29:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
Specific provision for single arbitrator	36	30.7	8,143	50.8
Specific provision for panel / board of arbitrators	37	31.6	2,819	17.6
Provision for single or board of arbitrators	38	32.4	4,896	30.5
No Provision	6	5.1	144	0.8

TABLE 30:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
Appeal of discharge after dismissal	7	5.9	924	5.7
Re-imbursement if exonerated after suspension	71	60.6	7,618	47.6
No Provision	39	33.3	7,460	46.6

TABLE 31:

NORMAL WORK WEEK (DAYS PER WEEK) (EXCLUDING PART-TIME WORKERS)

	Agts		Emps	
	#	%	#	%
4 days per week	1	0.8	17	0.1
5 days per week	96	82.0	9,776	61.0
5 1/2 days per week	2	1.7	355	2.2
6 days per week	11	9.4	2,897	18.1
No Provision	7	5.9	2,957	18.4

TABLE 32:

DAILY HOURS (REGULAR HOURS)

	Agts		Emps	
	#	%	#	%
700	2	1.7	270	1.6
730	3	2.5	146	0.9
731 - 759	2	1.7	166	1.0
800	88	75.2	14,375	89.8
830	3	2.5	75	0.4
900	6	5.1	369	2.3
1000	1	0.8	17	0.1
No Provision	12	10.2	584	3.6

TABLE 33:

MAXIMUM HOURS PER RUN, (TRANSPORTATION)

	Agts		Emps	
	#	%	#	%
Unknown	2	1.7	77	0.4
No Provision	115	98.2	15,925	99.5

TABLE 34:

WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
3231 - 3344	1	0.8	10	0.0
3500	2	1.7	270	1.6
3616 - 3729	1	0.8	80	0.4
3730	3	2.5	146	0.9
3730 - 3759	1	0.8	86	0.5
4000	79	67.5	11,159	69.7
4001 - 4229	1	0.8	5	0.0
4230	2	1.7	25	0.1
4231 - 4459	2	1.7	400	2.4
4500	5	4.2	350	2.1
4800	11	9.4	2,897	18.1
No Provision	9	7.6	574	3.5

TABLE 35:

NORMAL WEEKLY METHOD OF OPERATIONS

	Agts		Emps	
	#	%	#	%
1 shift 5 days a week	30	25.6	2,114	13.2
1 shift 6 days a week	5	4.2	1,800	11.2
1 shift 7 days a week	2	1.7	64	0.3
2 shifts 5 days a week	4	3.4	380	2.3
2 shifts 6 days a week	1	0.8	400	2.4
2 shifts 7 days a week	4	3.4	298	1.8
3 shifts 5 days a week	10	8.5	742	4.6
3 shifts 7 days a week	30	25.6	7,657	47.8
Other	9	7.6	1,309	8.1
No Provision	22	18.8	1,238	7.7

TABLE 36:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
Compressed work week with stated hours	3	2.5	620	3.8
Compressed work week with variable starting and quitting time	1	0.8	55	0.3
Other (e.g. experimental basis)	2	1.7	250	1.5
No Provision	111	94.8	15,077	94.2

TABLE 37:

OVERTIME COMPENSATION AFTER DAILY HOURS

	Agts		Emps	
	#	%	#	%
Straight time followed by time and one-half	1	0.8	12	0.0
Time and one-half	68	58.1	9,619	60.1
Time and one-half followed by double time	35	29.9	5,917	36.9
Double time	1	0.8	20	0.1
Other	2	1.7	101	0.6
No Provision	10	8.5	333	2.0

TABLE 38:

OVERTIME COMPENSATION AFTER WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
Straight time followed by time and one-half	1	0.8	18	0.1
Time and one-half	61	52.1	10,140	63.3
Time and one-half followed by double time	6	5.1	844	5.2
Double time	1	0.8	20	0.1
Other	1	0.8	86	0.5
No Provision	47	40.1	4,894	30.5

TABLE 39:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Time and one-half	38	32.4	6,385	39.9
Time and one-half followed by double time	22	18.8	3,131	19.5
Double time	10	8.5	343	2.1
Other	5	4.2	827	5.1
No Provision	42	35.8	5,316	33.2

TABLE 40:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED

	Agts		Emps	
	#	%	#	%
Time and one-half	11	9.4	3,751	23.4
Time and one-half followed by double time	7	5.9	1,486	9.2
Double time	69	58.9	7,602	47.5
Double time and one-half	2	1.7	1,450	9.0
Other	5	4.2	831	5.1
No Provision	23	19.6	882	5.5

TABLE 41:

TIME OFF IN LIEU OF OVERTIME (ALSO BANKING OF TIME OFF)

	Agts		Emps	
	#	%	#	%
Time off in lieu of overtime pay	6	5.1	236	1.4
Banking of overtime credits for comulative time off	3	2.5	71	0.4
Other	1	0.8	150	0.9
No Provision	107	91.4	15,545	97.1

TABLE 42:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	7	5.9	1,308	8.1
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	12	10.2	706	4.4
Employee has the right to refuse overtime when others are available to do the work	11	9.4	1,954	12.2
Overtime is compulsory in cases of emergency	4	3.4	2,727	17.0
Overtime mandatory - specific provision	9	7.6	2,103	13.1
Right to refuse overtime after specified period of compulsory overtime	13	11.1	1,631	10.1
Other	2	1.7	654	4.0
No Provision	59	50.4	4,919	30.7

TABLE 43:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
Overtime is equitably distributed among employees on a plant-wide basis	3	2.5	115	0.7
Overtime is equitably distributed among employees within a department	7	5.9	3,688	23.0
Overtime is equitably distributed among employees within an occupation, and/or wage bracket, etc.	17	14.5	3,201	20.0
Overtime is equitably distributed by preference is given to senior employees	8	6.8	1,378	8.6
Other	5	4.2	590	3.6
No Provision	77	65.8	7,030	43.9

TABLE 44:

DISTRIBUTION OF WORK DURING SLACK PERIOD

	Agts		Emps	
	#	%	#	%
Provision with respect to change in type of work during slack period	1	0.8	100	0.6
No Provision	116	99.1	15,902	99.3

TABLE 45:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
12.6 - 25.0 percent of regular wages	1	0.8	120	0.7
No Provision	116	99.1	15,882	99.2

TABLE 46:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
26 - 49 cents per hour	1	0.8	110	0.6
50 cents per hour	4	3.4	2,657	16.6
50 percent (1 1/2 times) regular wage	1	0.8	63	0.3
No Provision	111	94.8	13,172	82.3

TABLE 47:

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
10 cents per hour	4	3.4	207	1.2
15 cents per hour	9	7.6	2,033	12.7
16 - 17 1/2 cents per hour	1	0.8	443	2.7
18 - less that 20 cents per hour	4	3.4	1,964	12.2
20 cents per hour	18	15.3	3,844	24.0
21 - 25 cents per hour	18	15.3	1,752	10.9
26 - 30 cents per hour	3	2.5	460	2.8
30 + cents per hour	6	5.1	926	5.7
99 or less cents per day (or shift)	1	0.8	280	1.7
2.00 dollars per day	1	0.8	95	0.5
Less than 5 percent of regular wage	1	0.8	30	0.1

TABLE 47: (Cont'd)

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
10 percent of regular wage	2	1.7	32	0.1
11 - 14 percent of regular wage	5	4.2	820	5.1
Other	2	1.7	410	2.5
No Provision	42	35.8	2,706	16.9

TABLE 48:

SHIFT PREMIUM (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
0 - 5 cents per hour	1	0.8	100	0.6
10 cents per hour	1	0.8	27	0.1
15 cents per hour	3	2.5	80	0.4
18 - less than 20 cents per hour	2	1.7	78	0.4
20 cents per hour	13	11.1	4,205	26.2
21 - 25 cents per hour	14	11.9	3,511	21.9
26 - 30 cents per hour	9	7.6	1,197	7.4
30 + cents per hour	9	7.6	1,208	7.5
99 or less cents per day (shift)	1	0.8	280	1.7
2.00 dollars per day	1	0.8	95	0.5
5 percent of regular wage	1	0.8	30	0.1
10 percent of regular wage	1	0.8	20	0.1
11 - 14 percent of regular wage	3	2.5	175	1.0
More than 15 percent of regular wage	2	1.7	645	4.0
Other	1	0.8	40	0.2
No Provision	55	47.0	4,311	26.9

TABLE 49:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
2.00 dollars per day	1	0.8	95	0.5
No Provision	116	99.1	15,907	99.4

TABLE 50:

PREMIUM OR PAY FOR HAZARDOUS, DANGEROUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
Premium pay for hazardous work	2	1.7	380	2.3
Premium pay for dirty work	4	3.4	405	2.5
Combination of 1 and 2	4	3.4	1,095	6.8
No Provision	107	91.4	14,122	88.2

TABLE 51:

AMOUNT OF PREMIUM PAY FOR HAZARDOUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
7 1/2 cents per hour	1	0.8	31	0.1
15 cents per hour	1	0.8	170	1.0
20 cents per hour	2	1.7	200	1.2
30 + cents per hour	1	0.8	95	0.5
99 or less cents per day (or shift)	1	0.8	280	1.7
1.00 - 1.24 dollars per day (or shift)	1	0.8	80	0.4
Other	2	1.7	645	4.0
No Provision	108	92.3	14,501	90.6

TABLE 52:

PREMIUM RATES FOR WORK ON PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
Straight time	11	9.4	407	2.5
Time and one-half	33	28.2	4,329	27.0
Time and one-half followed by double time	1	0.8	135	0.8
Double time followed by double time and one-half	1	0.8	170	1.0
Double time	45	38.4	4,359	27.2
Double time followed by triple time	1	0.8	40	0.2
Other	7	5.9	3,431	21.4
No Provision	18	15.3	3,131	19.5

TABLE 53:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
Regular rate of employee	6	5.1	542	3.3
New rate or regular rate of the employee - whichever greater	72	61.5	13,232	82.6
Rate of new occupation	2	1.7	232	1.4
Other	11	9.4	900	5.6
No Provision	26	22.2	1,096	6.8

TABLE 54:

GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
Guarantee on more than one day but less than a week	1	0.8	170	1.0
Guaranteed on a weekly basis	7	5.9	428	2.6
Other	4	3.4	757	4.7
No Provision	105	89.7	14,647	91.5

TABLE 55:

REPORTING PAY GUARANTEED

	Agts		Emps	
	#	%	#	%
Two hours of work or pay	22	18.8	5,280	32.9
Three hours of work or pay	5	4.2	651	4.0
Four hours of work or pay	28	23.9	3,624	22.6
Six hours of work or pay	2	1.7	320	1.9
Eight hours of work or pay	3	2.5	2,619	16.3
Other	1	0.8	22	0.1
No Provision	56	47.8	3,486	21.7

TABLE 56:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for three hours	6	5.1	338	2.1
Straight time for four hours	28	23.9	3,975	24.8
Time and 1/2 for two hours	2	1.7	70	0.4

TABLE 56: (Cont'd)

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Time and 1/2 for three hours	4	3.4	475	2.9
Time and 1/2 for four hours	7	5.9	4,431	27.6
Double time for two hours	1	0.8	450	2.8
Double time for three hours	3	2.5	175	1.0
Double time for four hours	9	7.6	1,723	10.7
Straight time for three hours or 1 1/2 whichever the greater	5	4.2	433	2.7
Straight time for three hours or applicable overtime rate, whichever the greater	5	4.2	227	1.4
Straight time for four hours or 1 1/2, whichever the greater	2	1.7	15	0.0
Straight time for four hours or double time, whichever the greater	11	9.4	975	6.0
All Other	10	8.5	696	4.3
No Provision	24	20.5	2,019	12.6

TABLE 57:

PORTAL TO PORTAL

	Agts		Emps	
	#	%	#	%
Staging site to work site	1	0.8	200	1.2
Other	1	0.8	90	0.5
No Provision	115	98.2	15,712	98.1

TABLE 58:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
Four hours pay or less	3	2.5	201	1.2
Flat amount per hour or by day	3	2.5	438	2.7
Stand-by at overtime rate	1	0.8	25	0.1
Other	2	1.7	369	2.3
No Provision	108	92.3	14,969	93.5

TABLE 59:

COST OF LIVING PROVISION (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
Provision exists	27	23.0	6,541	40.8
No Provision	90	76.9	9,461	59.1

TABLE 60:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
Monthly	7	5.9	2,067	12.9
Quarterly	5	4.2	587	3.6
Annually	9	7.6	997	6.2
Other (e.g. no details)	7	5.9	3,060	19.1
No Provision	89	76.0	9,291	58.0

TABLE 61:

METHOD OF CALCULATING COLA RATE OF PAYMENT

	Agts		Emps	
	#	%	#	%
Cents per point increase in index	9	7.6	2,778	17.3
Cents per percentage increase in index	2	1.7	212	1.3
Percentage increases in wages per percent increase in index	11	9.4	947	5.9
Percentage increases in wages per point increase in index	3	2.5	136	0.8
Other	3	2.5	2,638	16.4
No Provision	89	76.0	9,291	58.0

TABLE 62:

WAGE INCENTIVE

	Agts		Emps	
	#	%	#	%
Individual wage incentive plan	5	4.2	1,892	11.8
Piece-rate incentive plan	4	3.4	525	3.2
Wage incentive plan mentioned but no details	1	0.8	2,500	15.6
Other - includes agreement clauses where incentive plans are contemplated at some further date	2	1.7	470	2.9
No Provision	105	89.7	10,615	66.3

TABLE 63:

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER

	Agts		Emps	
	#	%	#	%
Full compensation for time lost (Machinery Breakdown)	4	3.4	345	2.1
Full compensation for time lost (Weather conditions)	2	1.7	110	0.6
Other	6	5.1	1,651	10.3
No Provision	105	89.7	13,896	86.8

TABLE 64:

TRAVEL ALLOWANCES OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
Paid travel allowance or transportation	3	2.5	250	1.5
No Provision	114	97.4	15,752	98.4

TABLE 65:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
Paid travel time	2	1.7	85	0.5
Paid travel allowance or transportation	1	0.8	200	1.2
No Provision	114	97.4	15,717	98.2

TABLE 66:

TRAVEL ALLOWANCE OR TRANSPORTATION SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
Paid travel time	1	0.8	625	3.9
Paid travel allowance or transportation	6	5.1	836	5.2
Other	1	0.8	20	0.1
No Provision	109	93.1	14,521	90.7

TABLE 67:

TRAVEL ALLOWANCE/TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
Daily allowance	0	0.0	0	0.0
Meal allowance	1	0.8	55	0.3
Lodging allowance	1	0.8	450	2.8
Transportation allowance	1	0.8	42	0.2
Any combination of 2, 3 and 4	15	12.8	1,634	10.2
Other	1	0.8	50	0.3
No Provision	98	83.7	13,771	86.0

TABLE 68:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
5 1/2 days or less	1	0.8	100	0.6
6 days	2	1.7	147	0.9
7 days	3	2.5	43	0.2
8 days	8	6.8	2,849	17.8
9 days	28	23.9	3,636	22.7
9 1/2 days	1	0.8	25	0.1
10 days	36	30.7	5,104	31.8
10 1/2 days	2	1.7	17	0.1
11 days	21	17.9	3,011	18.8
12 days	6	5.1	665	4.1
13 1/2 days	1	0.8	15	0.0
Other	1	0.8	150	0.9
No Provision	7	5.9	240	1.4

TABLE 69:

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

	Agts		Emps	
	#	%	#	%
One month or less	25	21.3	2,326	14.5
2 months	5	4.2	723	4.5
3 months	2	1.7	400	2.4
6 months	5	4.2	1,800	11.2
Other	5	4.2	511	3.1
No Provision	75	64.1	10,242	64.0

TABLE 70:

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

	Agts		Emps	
	#	%	#	%
Employee must have worked both the last working day before and the next working day after	95	81.1	13,610	85.0
Other	1	0.8	90	0.5
No Provision	21	17.9	2,302	14.3

TABLE 71:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	11	9.4	922	5.7
Extra's day off	4	3.4	111	0.6
Working day off or extra's day pay	4	3.4	545	3.4
Observe on following Monday or day proclaimed by Government	35	29.9	4,480	27.9
No Provision	63	53.8	9,944	62.1

TABLE 72:

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	7	5.9	447	2.7
Extra's day off	4	3.4	111	0.6
Working day off or extra's day pay	3	2.5	145	0.9
Observe on following Monday or day proclaimed by Government	51	43.5	7,442	46.5
Other	1	0.8	28	0.1
No Provision	51	43.5	7,829	48.9

TABLE 73:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
Shut down of the plant during vacation period	7	5.9	612	3.8
Any provision conferring any right for the employee to select his vacation	54	46.1	4,417	27.6
Combination of 1 and 2	18	15.3	5,707	35.6
No Provision	38	32.4	5,266	32.9

TABLE 74:

PAID VACATION (TWO WEEKS)

	Agts		Emps	
	#	%	#	%
One year	83	70.9	9,030	56.4
Two years	2	1.7	19	0.1
Three years	1	0.8	100	0.6
Five years	1	0.8	370	2.3
Less than 1 year	14	11.9	4,046	25.2
Other	2	1.7	95	0.5
No Provision	14	11.9	2,342	14.6

TABLE 75:

PAID VACATION (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
One year	1	0.8	68	0.4
Two years	1	0.8	25	0.1
Three years	5	4.2	757	4.7
Four years	8	6.8	729	4.5
Five years	61	52.1	8,712	54.4
Six years	9	7.6	2,102	13.1
Seven years	4	3.4	190	1.1
Eight years	2	1.7	37	0.2
Nine years	1	0.8	40	0.2
Ten years	5	4.2	781	4.8
Twelve years	1	0.8	40	0.2
Less than 1 year	1	0.8	180	1.1
Other	2	1.7	92	0.5
No Provision	16	13.6	2,249	14.0

TABLE 76:

PAID VACATIONS (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
Four years	1	0.8	44	0.2
Eight years	3	2.5	333	2.0
Nine years	5	4.2	980	6.1
Ten years	6	5.1	259	1.6
Eleven years	1	0.8	260	1.6
Twelve years	16	13.6	3,439	21.4
Thirteen years	5	4.2	774	4.8

TABLE 76: (Cont'd)

PAID VACATIONS (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
Fourteen years	17	14.5	2,951	18.4
Fifteen years	21	17.9	2,871	17.9
Sixteen years	2	1.7	355	2.2
Seventeen years	2	1.7	30	0.1
Eighteen years	1	0.8	17	0.1
Twenty years	5	4.2	490	3.0
Twenty-two years	1	0.8	90	0.5
Twenty-three years	1	0.8	370	2.3
Twenty-five years	2	1.7	200	1.2
No Provision	28	23.9	2,539	15.8

TABLE 77:

PAID VACATIONS (FIVE WEEKS)

	Agts		Emps	
	#	%	#	%
Fifteen years	3	2.5	293	1.8
Eighteen years	1	0.8	95	0.5
Twenty years	9	7.6	1,757	10.9
Twenty-one years	7	5.9	3,032	18.9
Twenty-two years	6	5.1	828	5.1
Twenty-three years	2	1.7	289	1.8
Twenty-four years	6	5.1	433	2.7
Twenty-five years	13	11.1	702	4.3
Twenty-nine + years	5	4.2	1,800	11.2
No Provision	65	55.5	6,773	42.3

TABLE 78:

PAID VACATION (SIX WEEKS)

	Agts		Emps	
	#	%	#	%
Twenty years	1	0.8	170	1.0
Twenty-four years	1	0.8	55	0.3
Twenty-five years	1	0.8	20	0.1
Twenty-seven years	4	3.4	526	3.2
Twenty-eight years	1	0.8	63	0.3
Thirty years	6	5.1	2,804	17.5
Thirty-one to thirty-two years	1	0.8	354	2.2
Thirty-three to thirty-five years	7	5.9	866	5.4
No Provision	95	81.1	11,144	69.6

TABLE 79:

PAID VACATION MORE THAN SIX WEEKS

	Agts		Emps	
	#	%	#	%
Provision for 7 weeks vacation	5	4.2	379	2.3
No Provision	112	95.7	15,623	97.6

TABLE 80:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
With limit	4	3.4	459	2.8
Carry-over specifically prohibited	32	27.3	4,720	29.4
Other	3	2.5	129	0.8
No Provision	78	66.6	10,694	66.8

TABLE 81:

EXTENDED VACATION IF TAKEN AT CERTAIN TIME(S) OF YEAR

	Agts		Emps	
	#	%	#	%
Vacation extended by one week or less	1	0.8	12	0.0
Extension varies according to seniority or number of week's vacation to which an employee is entitled	1	0.8	150	0.9
Other	2	1.7	57	0.3
No Provision	113	96.5	15,783	98.6

TABLE 82:

EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE

	Agts		Emps	
	#	%	#	%
Extended after completion of ten years of service	1	0.8	90	0.5
Extended after fifteen years of service	1	0.8	6	0.0
Extended after twenty-five years or more years of service	3	2.5	680	4.2
Other	3	2.5	393	2.4
No Provision	109	93.1	14,833	92.6

TABLE 83:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
Provision for vacation bonus	3	2.5	230	1.4
Provision for year-end bonus or Christmas bonus	5	4.2	397	2.4
Other	2	1.7	2,568	16.0
No Provision	107	91.4	12,807	80.0

TABLE 84:

STATUTORY HOLIDAY FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
Another working day off with pay	26	22.2	2,740	17.1
Extra days pay	16	13.6	2,752	17.1
Either 1 or 2	23	19.6	4,321	27.0
No Provision	52	44.4	6,189	38.6

TABLE 85:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILIY

	Agts		Emps	
	#	%	#	%
1 day	3	2.5	82	0.5
2 days	7	5.9	576	3.5
3 days	77	65.8	12,858	80.3
4 days	5	4.2	505	3.1
5 days	12	10.2	1,220	7.6
Other	3	2.5	328	2.0
No Provision	10	8.5	433	2.7

TABLE 86:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
1 day	39	33.3	4,552	28.4
2 days	1	0.8	24	0.1
3 days	8	6.8	1,131	7.0
4 days	1	0.8	25	0.1
Other	2	1.7	40	0.2
No Provision	66	56.4	10,230	63.9

TABLE 87:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
5 days	1	0.8	135	0.8
More than 5 days	2	1.7	64	0.3
No Provision	114	97.4	15,803	98.7

TABLE 88:

PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	5	4.2	292	1.8
Employee receives the difference between regular pay and jury pay	48	41.0	9,319	58.2
No Provision	64	54.7	6,391	39.9

TABLE 89:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	1	0.8	55	0.3
Provision exists, but no mention whether leave is paid or unpaid	3	2.5	482	3.0
Other	2	1.7	504	3.1
No Provision	111	94.8	14,961	93.4

TABLE 90:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
Provision for unpaid leave of absence	63	53.8	8,089	50.5
Provision for paid leave of absence (whole or in part)	2	1.7	250	1.5
Provision for leave, but no mention if paid or not	11	9.4	4,858	30.3
Other	2	1.7	325	2.0
No Provision	39	33.3	2,480	15.4

TABLE 91:

MEAL ALLOWANCES (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
Meal allowance	43	36.7	4,766	29.7
Paid meal period	10	8.5	1,206	7.5
Combination	4	3.4	519	3.2
No Provision	60	51.2	9,511	59.4

TABLE 92:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
5 minutes before end of shift	11	9.4	1,492	9.3
10 minutes before end of shift	2	1.7	1,485	9.2
Combination of 1 and 2	2	1.7	120	0.7
Other - including time not specified	9	7.6	3,063	19.1
No Provision	93	79.4	9,842	61.5

TABLE 93:

REST PERIOD

	Agts		Emps	
	#	%	#	%
Once a day, ten minutes	3	2.5	105	0.6
Once a day, fifteen minutes	2	1.7	85	0.5
Twice a day, 20 minutes in total	46	39.3	5,299	33.1
Twice a day, 30 minutes in total	16	13.6	3,408	21.2
Other	8	6.8	948	5.9
No Provision	42	35.8	6,157	38.4

TABLE 94:

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Employer pays all cost	2	1.7	125	0.7
No Provision	115	98.2	15,877	99.2

TABLE 95:

CLOTHING AND UNIFORMS (EXCLUDES PROTECTIVE SAFETY CLOTHING)

	Agts		Emps	
	#	%	#	%
Work clothing and uniform provided by employer at no cost to employee	27	23.0	3,102	19.3
Work clothing and uniform provided by employer at some cost to employee	11	9.4	639	3.9
Employee receives allowance for the purchase of work clothing (includes replacement)	4	3.4	546	3.4
Other	7	5.9	1,820	11.3
No Provision	68	58.1	9,895	61.8

TABLE 96:

TOOLS

	Agts		Emps	
	#	%	#	%
Tools provided at no cost to the employee	7	5.9	1,415	8.8
Tools provided at some cost to the employee	4	3.4	1,625	10.1
Tools supplied by the employee	1	0.8	400	2.4
Cash allowance	3	2.5	340	2.1
Other	3	2.5	190	1.1
No Provision	99	84.6	12,032	75.1

TABLE 97:

SAFETY EQUIPMENT

	Agts		Emps	
	#	%	#	%
Safety equipment provided at no cost to the employee	32	27.3	3,424	21.3
Safety equipment provided at some cost to the employee	23	19.6	3,303	20.6
Safety equipment provided and maintained at no cost	2	1.7	2,900	18.1
Safety equipment provided and maintained at some cost	1	0.8	120	0.7
Other	2	1.7	250	1.5
No Provision	57	48.7	6,005	37.5

TABLE 98:

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Specific provision for training on the job	13	11.1	2,641	16.5
Apprenticeship program	10	8.5	3,885	24.2
Tuition/financial assistance (Ed'n)	4	3.4	430	2.6
Combination of 1 and 2	5	4.2	985	6.1
Combination of 1 and 3	1	0.8	60	0.3
Combination of 1, 2 and 3	1	0.8	35	0.2
Other	1	0.8	100	0.6
No Provision	82	70.0	7,866	49.1

TABLE 99:

INDUSTRIAL SAFETY

	Agts		Emps	
	#	%	#	%
Provision exists for safety	16	13.6	686	4.2
Safety Committee	21	17.9	2,002	12.5
Combination of 1 and 2	34	29.0	8,405	52.5
No Provision	46	39.3	4,909	30.6

TABLE 100:

REHABILITATION PROGRAMS (ALCOHOLISM/DRUGS)

	Agts		Emps	
	#	%	#	%
Provision	24	20.5	7,590	47.4
No Provision	93	79.4	8,412	52.5

TABLE 101:

ENVIRONMENT - PROTECTION

	Agts		Emps	
	#	%	#	%
Joint Committee of Labour and Management	1	0.8	50	0.3
Specific reference to environment protection enumerated	2	1.7	130	0.8
Any combination	2	1.7	380	2.3
No Provision	112	95.7	15,442	96.5

TABLE 102:

WOMEN - MATERNITY LEAVE (SENIORITY)

	Agts		Emps	
	#	%	#	%
Seniority retained	9	7.6	1,175	7.3
Provision for seniority, but does not mention if retained or accumulated	2	1.7	545	3.4
Accumulated up to certain period then retained afterwards	2	1.7	64	0.3
Other	2	1.7	71	0.4
No Provision	102	87.1	14,147	88.4

TABLE 103:

WOMEN - MATERNITY LEAVE (PAY)

	Agts		Emps	
	#	%	#	%
Leave of absence without loss of pay	12	10.2	1,684	10.5
Leave of absence - weekly indemnity or group insurance plan	5	4.2	1,800	11.2
Other	2	1.7	220	1.3
No Provision	98	83.7	12,298	76.8

TABLE 104:

WOMAN - MATERNITY LEAVE TIME LIMITATION BEFORE & AFTER BIRTH DATE

	Agts		Emps	
	#	%	#	%
4 months	3	2.5	297	1.8
5 months	4	3.4	624	3.8
6 or more months	14	11.9	3,380	21.1
Length not specified or cannot be determined	2	1.7	481	3.0
No Provision	94	80.3	11,220	70.1

TABLE 105:

ADVANCE NOTICE AND/OR CONSULTATION PRIOR TO INTRO OF TECH. CHANGES

	Agts		Emps	
	#	%	#	%
Provision for less than 3 months	9	7.6	2,325	14.5
Provision for 3 to 6 months	7	5.9	2,200	13.7
Provision for a year or more	2	1.7	380	2.3
As provided in legislation	1	0.8	55	0.3
Other	8	6.8	1,660	10.3
No Provision	90	76.9	9,382	58.6

TABLE 106:

TRAINING OR RETRAINING (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Displaced employees provided with on-the-job training opportunity on new equipment	1	0.8	170	1.0
Displaced employees provided with on-the-job training opportunity for other job	5	4.2	2,110	13.1
Laid-off employee to receive retraining at employer expense	1	0.8	15	0.0
Other	7	5.9	365	2.2
No Provision	103	88.0	13,342	83.3

TABLE 107:

RELOCATION ALLOWANCE (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Employer pays full cost	0	0.0	0	0.0
Employer pays percentage of cost	0	0.0	0	0.0
Other	1	0.8	27	0.1
No Provision	116	99.1	15,975	99.8

TABLE 108:

LABOUR MANAGEMENT COMMITTEE (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Committee studies the problems created by technological changes and makes recommendations	4	3.4	680	4.2
Other	2	1.7	368	2.2
No Provision	111	94.8	14,954	93.4

TABLE 109:

EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Some form of wage or employment guarantee due to technological change (other than S.U.B. or severance pay)	5	4.2	793	4.9
Attrition	1	0.8	68	0.4
Distribution of work (includes short work week, extended vacation)	0	0.0	0	0.0
Combination of 1, 2 and/or 3	2	1.7	450	2.8
No Provision	109	93.1	14,691	91.8

TABLE 110:

NOTICE OF LAY-OFF IN CASE OF TECHNOLOGICAL CHANGE

	Agts		Emps	
	#	%	#	%
Provision for 3 to 6 months	3	2.5	513	3.2
Other	1	0.8	443	2.7
No Provision	113	96.5	15,046	94.0

TABLE 111:

TECHNOLOGICAL CHANGE - WORKING SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
Specific reference to distribution of work	2	1.7	380	2.3
Specific reference to rotation of employment	1	0.8	150	0.9
No Provision	114	97.4	15,472	96.6

TABLE 112:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
Moonlighting permitted (no moonlighting if such work interfers with regular work of employee)	2	1.7	210	1.3
Moonlighting prohibited	3	2.5	80	0.4
Moonlighting permitted with restrictions other than mentioned in category no.1 above	1	0.8	60	0.3
Other	1	0.8	15	0.0
No Provision	110	94.0	15,637	97.7

TABLE 113:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
Contracting out permitted	3	2.5	2,963	18.5
Contracting out prohibited	5	4.2	218	1.3
Employer cannot contract out work which will lead to lay-offs or failure to recall members of bargaining unit	10	8.5	1,072	6.6
Other	6	5.1	550	3.4
No Provision	93	79.4	11,199	69.9

TABLE 114:

REOPENER CLAUSE

	Agts		Emps	
	#	%	#	%
Wage reopener	4	3.4	503	3.1
Working conditions re-opener	1	0.8	625	3.9
Both wages and working conditions re-opener	5	4.2	507	3.1
Other	2	1.7	163	1.0
No Provision	105	89.7	14,204	88.7

TABLE 115:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	2	1.7	362	2.2
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs if available	7	5.9	2,786	17.4
Retaining of older and/or handicapped workers	1	0.8	2,500	15.6
Combination of above categories	5	4.2	476	2.9
Other (Other related provision) e.g. hiring of older workers	1	0.8	200	1.2
No Provision	101	86.3	9,678	60.4

TABLE 116:

PRODUCTIVITY PLAN

	Agts		Emps	
	#	%	#	%
Provision exists	4	3.4	158	0.9
No Provision	113	96.5	15,844	99.0

TABLE 117:

LABOUR - MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
Provision exists i.e. industrial relations issues	21	17.9	2,246	14.0
No Provision	96	82.0	13,756	85.9

TABLE 118:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
General statement of management rights	19	16.2	4,169	26.0
Enumerated list of management rights residual with management	80	68.3	9,199	57.4
No Provision	18	15.3	2,634	16.4

TABLE 119:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
51 - 75 percent of yearly salary	1	0.8	170	1.0
Lump sum payment	8	6.8	2,150	13.4
Plan mentioned - no details given	2	1.7	380	2.3
Other	4	3.4	413	2.5
No Provision	102	87.1	12,889	80.5

TABLE 120:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
Union - Management (joint management)	2	1.7	250	1.5
Management only	1	0.8	625	3.9
Union only	1	0.8	95	0.5
Trustee (either individual or corporate) or insurance co.	2	1.7	378	2.3
No Provision	111	94.8	14,654	91.5

TABLE 121:

ADMINISTRATION OF SUB PLAN

	Agts		Emps	
	#	%	#	%
Trustee (either individual or corporate) or Insurance Co.	1	0.8	95	0.5
No Provision	116	99.1	15,907	99.4

TABLE 122:

ADMINISTRATION OF HEALTH AND WELFARE PLAN

	Agts		Emps	
	#	%	#	%
Management only	1	0.8	400	2.4
Union only	3	2.5	297	1.8
Trustee (either individual or corporate) or Insurance Co.	4	3.4	271	1.6
No Provision	109	93.1	15,034	93.9

TABLE 123:

NORMAL WORK WEEK (DAYS PER WEEK), (PART-TIME WORKERS ONLY)

	Agts		Emps	
	#	%	#	%
5 days or less per week	1	0.8	175	1.0
Irregular hours	6	5.1	1,037	6.4
No Provision	110	94.0	14,790	92.4

TABLE 124:

PART-TIME EMPLOYEES - DAILY HOURS

	Agts		Emps	
	#	%	#	%
500 - 559 hours	2	1.7	270	1.6
600 + hours	1	0.8	175	1.0
Other (including irregular)	4	3.4	767	4.7
No Provision	110	94.0	14,790	92.4

TABLE 125:

PART-TIME EMPLOYEES - WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
20 hours	1	0.8	18	0.1
30 + hours	1	0.8	175	1.0
Other (including irregular)	5	4.2	1,019	6.3
No Provision	110	94.0	14,790	92.4

TABLE 126:

PART-TIME EMPLOYEES (HEALTH & WELFARE, SICK LEAVE, PENSION PLANS)

	Agts		Emps	
	#	%	#	%
Provision for sick leave benefits	0	0.0	0	0.0
Provision for pension benefits	0	0.0	0	0.0
Provision for health & welfare benefits	1	0.8	354	2.2
Combination of 1, 2 and 3	1	0.8	300	1.8
No Provision	115	98.2	15,348	95.9

TABLE 127:

PART-TIME EMPLOYEES (VACATIONS & HOLIDAYS)

	Agts		Emps	
	#	%	#	%
Pro-rated vacation for part-timers	2	1.7	325	2.0
Pro-rated paid statutory holidays	1	0.8	175	1.0
Both pro-rated vacation & holidays for part-timers	1	0.8	354	2.2
No Provision	113	96.5	15,148	94.6

TABLE 128:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
Provision exists but posting period not specified or cannot be determined	12	10.2	3,935	24.5
Posting period specified in calendar days - 7 or less days	8	6.8	534	3.3
Posting period specified in calendar days more than 7 days but less than 15 days	30	25.6	4,342	27.1
Posting period specified in calendar days - 15 days or more	1	0.8	110	0.6
Duration stated but not specified whether it is in working days or calendar days	13	11.1	775	4.8
No Provision	53	45.2	6,306	39.4

TABLE 129:

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	9	7.6	1,027	6.4
75 percent or more but less than 100 percent	3	2.5	231	1.4
66 2/3 percent or more but less than 75 percent	2	1.7	84	0.5
More than 50 percent but less than 66 2/3 percent	3	2.5	385	2.4
50 percent or less	13	11.1	2,175	13.5
Flat amount	3	2.5	315	1.9
Welfare plan mentioned, but no details given	20	17.0	5,205	32.5
No Provision	64	54.7	6,580	41.1

TABLE 130:

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	2	1.7	85	0.5
66 2/3 percent or more but less than 75 percent	1	0.8	24	0.1
50 percent or less	2	1.7	126	0.7
Flat amount	3	2.5	475	2.9
Welfare plan mentioned, but no details given	4	3.4	543	3.3
No Provision	105	89.7	14,749	92.1

TABLE 131:

DENTAL PLAN (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
100 percent	3	2.5	298	1.8
75 percent or more but less than 100 percent	1	0.8	20	0.1
50 percent or less	4	3.4	108	0.6
Plan mentioned, but no details given	5	4.2	2,220	13.8
No Provision	104	88.8	13,356	83.4

TABLE 132:

WORKERS' COMPENSATION

	Agts		Emps	
	#	%	#	%
Compensation payable is the difference between workmen's compensation and regular salary	8	6.8	1,061	6.6
Compensation while injured employee's claim is being settled by W.C.B.	1	0.8	40	0.2
Other form of supplementary payment	1	0.8	300	1.8
Other	1	0.8	20	0.1
No Provision	106	90.5	14,581	91.1

TABLE 133:

LIFE INSURANCE, DEATH & DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	13	11.1	1,421	8.8
75 percent or more but less than 100 percent	5	4.2	362	2.2
66 2/3 percent or more but less than 75 percent	3	2.5	344	2.1
50 percent or less	10	8.5	704	4.3
Flat amount	3	2.5	577	3.6
Percentage of employee payroll	5	4.2	1,800	11.2
Welfare plan mentioned, but no details given	29	24.7	7,445	46.5
Other	3	2.5	455	2.8
No Provision	46	39.3	2,894	18.0

TABLE 134:

LIFE INSURANCE, DEATH & DISMEMBERMENT - AMOUNT OF BENEFIT

	Agts		Emps	
	#	%	#	%
$4,999 or less	3	2.5	560	3.4
$5,000 to $7,499	1	0.8	28	0.1
$7,501 to $9,999	4	3.4	280	1.7
$10,000	5	4.2	2,426	15.1
$12,500	1	0.8	25	0.1
$15,000	1	0.8	170	1.0
$15,001 to $17,499	1	0.8	162	1.0
$20,000	2	1.7	85	0.5
More than $20,000	16	13.6	2,851	17.8
Other	31	26.4	5,687	35.5
No Provision	52	44.4	3,728	23.2

TABLE 135:

LIFE INSURANCE - RETIREES AND/OR DEPENDENTS

	Agts		Emps	
	#	%	#	%
Less than $1,999	10	8.5	2,087	13.0
$3,000 or more but less than $4,000	1	0.8	170	1.0
$4,000 or more but less than $5,000	1	0.8	300	1.8
$7,000 or more	1	0.8	5	0.0
Plan mentioned, but no details given	3	2.5	447	2.7
Other	1	0.8	80	0.4
No Provision	100	85.4	12,913	80.6

TABLE 136:

SICKNESS WEEKLY INDEMNITY (PERIOD OF)

	Agts		Emps	
	#	%	#	%
1 - 10 weeks	1	0.8	55	0.3
11 - 13 weeks	2	1.7	805	5.0
15 weeks	1	0.8	25	0.1
17 weeks	1	0.8	120	0.7
20 weeks	1	0.8	20	0.1
26 weeks	18	15.3	1,545	9.6
27 - 30 weeks	2	1.7	450	2.8
31 - 38 weeks	1	0.8	100	0.6
40 - 43 weeks	5	4.2	1,800	11.2
52 weeks	4	3.4	680	4.2
Welfare plan mentioned, but no details given	16	13.6	3,371	21.0
Other	6	5.1	602	3.7
No Provision	59	50.4	6,429	40.1

TABLE 137:

SICKNESS WEEKLY INDEMNITY (AMOUNT OF BENEFIT)

	Agts		Emps	
	#	%	#	%
30 - 39 dollars per week	1	0.8	370	2.3
51 - 59 dollars per week	2	1.7	440	2.7
75 dollars per week	1	0.8	180	1.1
86 - 94 dollars per week	1	0.8	20	0.1
100 dollars per week	3	2.5	20	0.1
115 dollars per week	1	0.8	450	2.8
116 - 124 dollars per week	1	0.8	400	2.4
126 - 149 dollars per week	3	2.5	320	1.9

TABLE 137:

SICKNESS WEEKLY INDEMNITY (AMOUNT OF BENEFIT)

	Agts		Emps	
	#	%	#	%
150 dollars per week	3	2.5	728	4.5
176 + dollars per week	2	1.7	312	1.9
50 percent - 74 percent dollars per week	12	10.2	1,217	7.6
75 percent + dollars per week	10	8.5	965	6.0
No Details	9	7.6	1,993	12.4
Other	9	7.6	2,158	13.4
No Provision	59	50.4	6,429	40.1

TABLE 138:

PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

	Agts		Emps	
	#	%	#	%
0 - 5 days per year	9	7.6	821	5.1
6 days per year	3	2.5	253	1.5
7 days per year	1	0.8	5	0.0
10 days per year	2	1.7	175	1.0
12 days per year	2	1.7	32	0.1
13 days per year	1	0.8	7	0.0
16 days per year	1	0.8	13	0.0
24 days per year	1	0.8	60	0.3
50 + days per year	1	0.8	2,500	15.6
No details	1	0.8	55	0.3
Other	4	3.4	192	1.1
No Provision	91	77.7	11,889	74.2

TABLE 139:

ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
0 - 15 days	4	3.4	2,682	16.7
40 - 49 days	1	0.8	15	0.0
51 - 99 days	1	0.8	60	0.3
Indefinite	1	0.8	28	0.1
No details	10	8.5	681	4.2
Other	2	1.7	428	2.6
No Provision	98	83.7	12,108	75.6

TABLE 140:

LONG TERM DISABILITY (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
More than 50 percent but less than 66 2/3 percent	1	0.8	260	1.6
50 percent or less	6	5.1	1,771	11.0
Percentage of employee payroll	5	4.2	1,800	11.2
Welfare plan mentioned, but no details given	13	11.1	1,668	10.4
Other	1	0.8	100	0.6
No Provision	91	77.7	10,403	65.0

TABLE 141:

LONG TERM DISABILITIES - BENEFITS (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
125 dollars per week	1	0.8	1,450	9.0
126 - 149 dollars per week	1	0.8	170	1.0
150 dollars per week	1	0.8	100	0.6
176 + dollars per week	2	1.7	380	2.3
60 percent of annual salary	1	0.8	150	0.9
61 to 69 percent of annual salary	4	3.4	301	1.8
70 percent of annual salary	1	0.8	63	0.3
76 percent +	1	0.8	110	0.6
Plan mentioned but no details given	9	7.6	985	6.1
Other	8	6.8	2,330	14.5
No Provision	88	75.2	9,963	62.2

TABLE 142:

PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	4	3.4	830	5.1
66 2/3 percent or more but less than 75 percent	1	0.8	24	0.1
50 percent or less	1	0.8	55	0.3
Flat amount	1	0.8	200	1.2
Percentage of employee payroll	2	1.7	88	0.5
Welfare plan mentioned, but no details given	37	31.6	7,515	46.9
Other	3	2.5	313	1.9
No Provision	68	58.0	6,977	43.5

TABLE 143:

PRIVATE PENSION PLAN - BENEFIT (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
$6 or more but less than $7/month/years of service	1	0.8	625	3.9
$7 or more but less than $8/month/years of service	1	0.8	1,450	9.0
$8 or more but less than $9/month/years of service	1	0.8	170	1.0
$9 or more but less than $10/month/years of service	5	4.2	2,662	16.6
$10 or more/years of service	2	1.7	195	1.2
less than $100/month	1	0.8	25	0.1
Less than 1 percent of total employee earning on which contributions are based	1	0.8	100	0.6
1 percent or more but less than 2 percent earnings on which contributions are based	2	1.7	300	1.8
5 percent + of total employee earnings on which contributions are based	1	0.8	63	0.3
Percentage of employees' contribution to pension plan	1	0.8	200	1.2
Plan mentioned but no details given	33	28.2	2,683	16.7
Other	3	2.5	680	4.2
No Provision	65	55.5	6,849	42.8

TABLE 144:

INDEXATION OF PRIVATE PENSION PLANS

	Agts		Emps	
	#	%	#	%
Provision to index at full C.O.L.	1	0.8	170	1.0
Provision to index at fixed percent (i.e. 6 percent)	1	0.8	150	0.9
No Provison	115	98.2	15,682	98.0

TABLE 145:

EARLY RETIREMENT BENEFIT

	Agts		Emps	
	#	%	#	%
Unreduced basic benefit	4	3.4	2,159	13.4
Reduced basic benefit	4	3.4	680	4.2
Special monthly pension payments	3	2.5	263	1.6
Other	4	3.4	3,070	19.1
No Provision	102	87.1	9,830	61.4

TABLE 146:

REIMBURSEMENT UNUSED SICK LEAVE - TERMINATION

	Agts		Emps	
	#	%	#	%
Unused sick leave accumulated is not paid	2	1.7	66	0.4
Fraction of unused sick leave is paid	1	0.8	100	0.6
No Provision	114	97.4	15,836	98.9

TABLE 147:

REIMBURSEMENT UNUSED SICK LEAVE - RETIREMENT

	Agts		Emps	
	#	%	#	%
Unused sick leave is not paid	1	0.8	22	0.1
All unused sick leave is paid	2	1.7	185	1.1
Percentage of unused sick leave is paid	2	1.7	175	1.0
No Provision	112	95.7	15,620	97.6

PART III:

SERVICE

The Service sector includes industries whose SIC (Standard Industrial Classification) numbers range from 801 to 899. This group is comprised of businesses in the fields of education, health and welfare, amusement and recreation, personal services, accommodations and food, and services to business management. The data in this section is based on 173 collective agreements covering some 10,351 employees.

TABLE 1:

UNION SECURITY - MEMBERSHIP

	Agts		Emps	
	#	%	#	%
Closed Shop	5	2.8	25	0.2
Union Shop	109	63.0	5,322	51.4
Modified Union Shop	14	8.0	767	7.4
Maintenance of membership for present and future employees	3	1.7	117	1.1
Rand Formula	33	19.0	3,751	36.2
Modified Rand Formula	1	0.5	18	0.1
No Provision	8	4.6	351	3.3

TABLE 2:

UNION SECURITY - CHECK-OFF

	Agts		Emps	
	#	%	#	%
Compulsory Check-off for all employees	147	84.9	9,601	92.7
Compulsory only for Union members	16	9.2	662	6.3
Voluntary (Whether revocable or irrevocable)	5	2.8	47	0.4
Voluntary for old employees, compulsory for new	1	0.5	18	0.1
No Provision	4	2.3	23	0.2

TABLE 3:

UNION SECURITY - CROSSING THE PICKET LINES ETC.

	Agts		Emps	
	#	%	#	%
Employees have the right to refuse to cross picket lines	11	6.3	430	4.1
No Provision	162	93.6	9,921	95.8

TABLE 4:

LENGTH OF PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
One month or less	3	1.7	235	2.2
Up to two months	35	20.2	1,993	19.2
Up to three months	78	45.0	4,595	44.3

TABLE 4: (Cont'd)

LENGTH OF PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
Up to four months	16	9.2	629	6.0
Up to five months	1	0.5	90	0.8
Up to and including six months	3	1.7	742	7.1
More than six months	1	0.5	13	0.1
Other	5	2.8	315	3.0
No Provision	31	17.9	1,739	16.8

TABLE 5:

SPECIAL SENIORITY PROVISION - SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
Special seniority provision for a limited number of employees with special skills	5	2.8	288	2.7
Special seniority for union officials	3	1.7	19	0.1
No Provision	165	95.3	10,044	97.0

TABLE 6:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
Straight seniority	2	1.1	51	0.4
Seniority taken into account along with - ability, skill, knowledge and physical fitness	27	15.6	1,341	12.9
Straight seniority if other factors are equal or sufficient	116	67.0	7,038	67.9
No Provision	28	16.1	1,921	18.5

TABLE 7:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Straight Seniority	47	27.1	2,819	27.2
Seniority taken into account along with - knowledge, skills, ability, training and physical fitness	29	16.7	1,481	14.3
Straight seniority if other factors are equal or sufficient	81	46.8	5,452	52.6
No Provision	16	9.2	599	5.7

TABLE 8:

RETENTION OF SENIORITY DURING TERM OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	35	20.2	1,378	13.3
Seniority is retained for more than 6 months up to and including 12 months	82	47.3	5,214	50.3
Seniority is retained for more than 12 months up to and including 18 months	5	2.8	392	3.7
Seniority is retained for more than 18 months up to and including 24 months	9	5.2	194	1.8
Seniority is retained for more than 24 months	2	1.1	29	0.2
Length not specified or indefinite	2	1.1	690	6.6
Other	1	0.5	75	0.7
No Provision	37	21.3	2,379	22.9

TABLE 9:

RETENTION OF SENIORITY DURING ILLNESS

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	3	1.7	101	0.9
Seniority is retained for more than 6 months up to and including 12 months	24	13.8	2,182	21.0
Seniority is retained for more than 12 months up to and including 18 months	1	0.5	40	0.3
Seniority is retained for more than 18 months up to and including 24 months	2	1.1	265	2.5
Length not specified or indefinite	30	17.3	1,182	11.4
Not specified in list of circumstances under which seniority is lost	70	40.4	4,044	39.0
No Provision	43	24.8	2,537	24.5

TABLE 10:

SENIORITY - BUMPING

	Agts		Emps	
	#	%	#	%
Unrestricted right to bumb	1	0.5	200	1.9
Restricted right to bumb	5	2.8	500	4.8
No Provision	167	96.5	9,651	93.2

TABLE 11:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Less than one week	2	1.1	206	1.9
One week	14	8.0	753	7.2
Two weeks	58	33.5	2,910	28.1
Three weeks	2	1.1	221	2.1
Four weeks	18	10.4	1,770	17.0
Graduated	5	2.8	363	3.5
Other	8	4.6	1,082	10.4
No Provision	66	38.1	3,046	29.4

TABLE 12:

RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
Straight seniority	40	23.1	2,066	19.9
Seniority taken into account along with - ability, skill knowledge and physical fitness	29	16.7	1,479	14.2
Straignt seniority if other factors are equal or sufficient	85	49.1	5,617	54.2
No Provision	19	10.9	1,189	11.4

TABLE 13:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
Plant	14	8.0	1,522	14.7
Department	25	14.4	1,232	11.9
Bargaining Unit	70	40.4	3,287	31.7
Other	6	3.4	218	2.1
No Provision	58	33.5	4,092	39.5

TABLE 14:

SEVERANCE PAY AND SUB

	Agts		Emps	
	#	%	#	%
Severance pay - benefits specified in agreement (no sub)	12	6.9	736	7.1
No Provision	161	93.0	9,615	92.8

TABLE 15:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Less than one year service	1	0.5	650	6.2
Service requirements not mentioned	2	1.1	101	0.9
Other	1	0.5	165	1.5
No Provision	169	97.6	9,435	91.1

TABLE 16:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RESIGNATION

	Agts		Emps	
	#	%	#	%
Five years service	2	1.1	740	7.1
No Provision	171	98.8	9,611	92.8

TABLE 17:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RETIREMENT

	Agts		Emps	
	#	%	#	%
More than one year less than 5 years service	8	4.6	478	4.6
Five years service	2	1.1	150	1.4
10 years service	1	0.5	4	0.0
More than 10 years service	1	0.5	16	0.1
Service requirements not mentioned	1	0.5	83	0.8
Other	3	1.7	155	1.4
No Provision	157	90.7	9,465	91.4

TABLE 18:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (LAY-OFF)

	Agts		Emps	
	#	%	#	%
One week for each year of service	1	0.5	11	0.1
Flat amounts	2	1.1	150	1.4
Other	2	1.1	815	7.8
No Provision	168	97.1	9,375	90.5

TABLE 19:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	1	0.5	90	0.8
No Provision	172	99.4	10,261	99.1

TABLE 20:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	5	2.8	477	4.6
Flat amounts	12	6.9	461	4.4
Other	7	4.0	294	2.8
No Provision	149	86.1	9,119	88.0

TABLE 21:

SEVERANCE PAYMENTS - TOTAL BENEFITS (ON LAY-OFFS)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	1	0.5	90	0.8
Maximum amount not specified	2	1.1	71	0.6
Other	1	0.5	5	0.0
No Provision	169	97.6	10,185	98.3

TABLE 22:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	1	0.5	5	0.0
No Provision	172	99.4	10,346	99.9

TABLE 23:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	1	0.5	16	0.1
16 - 20 weeks	5	2.8	400	3.8
Flat amount	1	0.5	83	0.8
Maximum amount not specified	3	1.7	180	1.7
Other	3	1.7	78	0.7
No Provision	160	92.4	9,594	92.6

TABLE 24:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

	Agts		Emps	
	#	%	#	%
Employee only	23	13.2	2,254	21.7
Union representative only	10	5.7	991	9.5
Employees with or without union representative	113	65.3	6,032	58.2
Union only	8	4.6	214	2.0
Grievance committee only	18	10.4	856	8.2
No Provision	1	0.5	4	0.0

TABLE 25:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
Number of steps in the grievance is reduced	29	16.7	1,938	18.7
Duration of delays between steps is reduced	4	2.3	406	3.9
Combination of 1 and 2	9	5.2	405	3.9
Other	3	1.7	88	0.8
No Provision	128	73.9	7,514	72.5

TABLE 26:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
Union officials receive time off without loss of pay for grievance work during regular hours of work	76	43.9	5,033	48.6
Remuneration is for a limited number of hours only	3	1.7	180	1.7
Union officials receive time off for grievance work, but no indication if such time off is paid or unpaid	7	4.0	323	3.1
Other	5	2.8	265	2.5
No Provision	82	47.3	4,550	43.9

TABLE 27:

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF AGREEMENTS

	Agts		Emps	
	#	%	#	%
Compensation for total hours	19	10.9	1,068	10.3
Compensation limited to regular hours of work	59	34.1	3,334	32.2
Compensation is for a specific number of hours	2	1.1	165	1.5
Union officials receive time off for negotiation of agreement but no indication if such time off is paid or unpaid	2	1.1	58	0.5
Other	2	1.1	108	1.0
No Provision	89	51.4	5,618	54.2

TABLE 28:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
Specific provision for single arbitrator	35	20.2	1,696	16.3
Specific provision for panel / board of arbitrators	53	30.6	2,358	22.7
Provision for single or board of arbitrators	81	46.8	6,176	59.6
No Provision	4	2.3	121	1.1

TABLE 29:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
Appeal of discharge after dismissal	8	4.6	536	5.1
Re-imbursement if exonerated after suspension	97	56.0	5,869	56.6
Other	3	1.7	117	1.1
No Provision	65	37.5	3,829	36.9

TABLE 30:

NORMAL WORK WEEK (DAYS PER WEEK) (EXCLUDING PART-TIME WORKERS)

	Agts		Emps	
	#	%	#	%
5 days per week	131	75.7	7,738	74.7
5 1/2 days per week	1	0.5	6	0.0
6 days per week	4	2.3	282	2.7
7 days per week	2	1.1	2	0.0
Irregular hours	5	2.8	194	1.8
No Provision	30	17.3	2,129	20.5

TABLE 31:

DAILY HOURS (REGULAR HOURS)

	Agts		Emps	
	#	%	#	%
400 - 459	1	0.5	1	0.0
600 - 629	2	1.1	23	0.2
630 - 659	2	1.1	720	6.9
700	3	1.7	60	0.5
701 - 729	6	3.4	475	4.5
730	55	31.7	3,449	33.3
800	83	47.9	4,243	40.9
No Provision	21	12.1	1,380	13.3

TABLE 32:

MAXIMUM HOURS PER RUN, (TRANSPORTATION)

	Agts		Emps	
	#	%	#	%
3200 and up	1	0.5	12	0.1
No Provision	172	99.4	10,339	99.8

TABLE 33:

WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
3000	1	0.5	21	0.2
3100 - 3159	2	1.1	3	0.0
3230	3	1.7	721	6.9
3500	3	1.7	60	0.5
3600 - 3614	1	0.5	2	0.0
3730	61	35.2	3,866	37.3
4000	82	47.3	3,991	38.5
4231 - 4459	1	0.5	6	0.0
4800	3	1.7	280	2.7
Other	6	3.4	859	8.2
No Provision	10	5.7	542	5.2

TABLE 34:

NORMAL WEEKLY METHOD OF OPERATIONS

	Agts		Emps	
	#	%	#	%
1 shift 5 days a week	21	12.1	696	6.7
1 shift 6 days a week	4	2.3	285	2.7
1 shift 7 days a week	15	8.6	611	5.9
2 shifts 5 days a week	1	0.5	8	0.0
2 shifts 6 days a week	2	1.1	210	2.0
2 shifts 7 days a week	1	0.5	60	0.5
3 shifts 5 days a week	3	1.7	64	0.6
3 shifts 7 days a week	84	48.5	5,323	51.4
Other	5	2.8	311	3.0
No Provision	37	21.3	2,783	26.8

TABLE 35:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
Compressed work week with stated hours	4	2.3	158	1.5
Other (e.g. experimental basis)	1	0.5	13	0.1
No Provision	168	97.1	10,180	98.3

TABLE 36:

OVERTIME COMPENSATION AFTER DAILY HOURS

	Agts		Emps	
	#	%	#	%
Straight time	1	0.5	2	0.0
Straight time followed by time and one-half	1	0.5	90	0.8
Time and one-half	74	42.7	4,177	40.3
Time and one-half followed by double time	74	42.7	4,600	44.4
Double time	3	1.7	239	2.3
Other	5	2.8	22	0.2
No Provision	15	8.6	1,221	11.7

TABLE 37:

OVERTIME COMPENSATION AFTER WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
Straight time	1	0.5	2	0.0
Time and one-half	77	44.5	4,658	45.0
Time and one-half followed by double time	54	31.2	3,220	31.1
Double time	4	2.3	322	3.1
Other	5	2.8	22	0.2
No Provision	32	18.4	2,127	20.5

TABLE 38:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Straight time followed by time and one-half	1	0.5	60	0.5
Time and one-half	31	17.9	2,112	20.4
Double time	12	6.9	1,452	14.0
Other	4	2.3	75	0.7
No Provision	125	72.2	6,652	64.2

TABLE 39:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED

	Agts		Emps	
	#	%	#	%
Straight time followed by time and one-half	1	0.5	60	0.5
Time and one-half	12	6.9	1,225	11.8
Time and one-half followed by double time	1	0.5	85	0.8
Double time	31	17.9	2,102	20.3
Other	5	2.8	62	0.5
No Provision	123	71.0	6,817	65.8

TABLE 40:

TIME OFF IN LIEU OF OVERTIME (ALSO BANKING OF TIME OFF)

	Agts		Emps	
	#	%	#	%
Time off in lieu of overtime pay	53	30.6	3,145	30.3
Banking of overtime credits for comulative time off	8	4.6	810	7.8
No Provision	112	64.7	6,396	61.7

TABLE 41:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	4	2.3	77	0.7
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	8	4.6	475	4.5
Employee has the right to refuse overtime when others are available to do the work	14	8.0	690	6.6
Overtime is compulsory in cases of emergency	7	4.0	221	2.1
Overtime mandatory - specific provision	2	1.1	267	2.5
No Provision	138	79.7	8,621	83.2

TABLE 42:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
Overtime is equitably distributed among employees on a plant-wide basis	9	5.2	378	3.6
Overtime is equitably distributed among employees within a department	2	1.1	250	2.4
Overtime is equitably distributed among employees within an occupation, and/or wage bracket, etc.	30	17.3	2,562	24.7
Combination of 1 and 3	1	0.5	16	0.1
Combination of 2 and 3	7	4.0	212	2.0
Overtime is equitably distributed by preference is given to senior employees	5	2.8	321	3.1
Other	5	2.8	207	1.9
No Provision	114	65.8	6,405	61.8

TABLE 43:

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
7 1/2 cents per hour	1	0.5	65	0.6
10 cents per hour	4	2.3	318	3.0
15 cents per hour	5	2.8	231	2.2
20 cents per hour	4	2.3	194	1.8
21 - 25 cents per hour	1	0.5	25	0.2
26 - 30 cents per hour	2	1.1	21	0.2
30 + cents per hour	16	9.2	1,230	11.8

TABLE 43: (Cont'd)

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
1.25 - 2.00 dollars per day	1	0.5	70	0.6
2.00 dollars per day	4	2.3	699	6.7
Other	61	35.2	3,576	34.5
No Provision	74	42.7	3,922	37.8

TABLE 44:

SHIFT PREMIUM (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
10 cents per hour	2	1.1	105	1.0
15 cents per hour	2	1.1	173	1.6
20 cents per hour	1	0.5	16	0.1
21 - 25 cents per hour	1	0.5	100	0.9
26 - 30 cents per hour	3	1.7	119	1.1
30 + cents per hour	10	5.7	868	8.3
1.25 - 2.00 dollars per day (or shift)	1	0.5	70	0.6
2.00 dollars per day	2	1.1	663	6.4
More than 15 percent of regular wage	1	0.5	29	0.2
Other	2	1.1	22	0.2
No Provision	148	85.5	8,186	79.0

TABLE 45:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
10 cents per hour	1	0.5	17	0.1
21 - 25 cents per hour	4	2.3	510	4.9
1.25 - 2.00 dollars per day (or shift)	27	15.6	1,693	16 3
2.00 dollars per day	1	0.5	16	0.1
Other	3	1.7	312	3.0
No Provision	137	79.1	7,803	75.3

TABLE 46:

PREMIUM OR PAY FOR HAZARDOUS, DANGEROUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
Premium pay for dirty work	0	0.0	0	0.0
Premium pay for hazardous work	2	1.1	275	2.6
Combination of 1 and 2	1	0.5	8	0.0
Other	4	2.3	680	6.5
No Provision	166	95.9	9,388	90.6

TABLE 47:

AMOUNT OF PREMIUM PAY FOR HAZARDOUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
15 cents per hour	1	0.5	200	1.9
21 - 25 cents per hour	1	0.5	75	0.7
10 percent of regular wage	1	0.5	4	0.0
No Provision	170	98.2	10,072	97.3

TABLE 48:

PREMIUM RATES FOR WORK ON PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
Straight time	7	4.0	409	3.9
Straight followed by time and one-half	11	6.3	492	4.7
Straight followed by time and one-half, followed by double time	2	1.1	150	1.4
Time and one-half	82	47.3	4,273	41.2
Double time followed by double time and one-half	1	0.5	8	0.0
Double time	34	19.6	2,641	25.5
Double time followed by triple time	1	0.5	200	1.9
Other	10	5.7	283	2.7
No Provision	25	14.4	1,895	18.3

TABLE 49:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
New rate or regular rate of the employee - whichever greater	101	58.3	5,662	54.7
Rate of new occupation	18	10.4	1,308	12.6
Other	7	4.0	1,035	9.9
No Provision	47	27.1	2,346	22.6

TABLE 50:

GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
Guaranteed on a weekly basis	1	0.5	50	0.4
Guaranteed on a monthly basis	1	0.5	29	0.2
Guaranteed on an annual basis	2	1.1	110	1.0
Other	2	1.1	35	0.3
No Provision	167	96.5	10,127	97.8

TABLE 51:

REPORTING PAY GUARANTEED

	Agts		Emps	
	#	%	#	%
Two hours of work or pay	1	0.5	12	0.1
Three hours of work or pay	7	4.0	228	2.2
Four hours of work or pay	20	11.5	933	9.0
Eight hours of work or pay	17	9.8	1,085	10.4
Other	4	2.3	436	4.2
No Provision	124	71.6	7,657	73.9

TABLE 52:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for two hours	1	0.5	12	0.1
Straight time for three hours	5	2.8	218	2.1
Straight time for four hours	32	18.4	1,832	17.6
Time and 1/2 for two hours	1	0.5	25	0.2
Time and 1/2 for three hours	2	1.1	67	0.6
Time and 1/2 for four hours	8	4.6	1,202	11.6
Double time for two hours	1	0.5	4	0.0
Double time for four hours	1	0.5	9	0.0
Straight time for three hours or 1 1/2 whichever the greater	1	0.5	12	0.1
Straight time for three hours or applicable overtime rate, whichever the greater	14	8.0	918	8.8

TABLE 52:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for four hours or 1 1/2, whichever the greater	35	20.2	2,232	21.5
Straight time for four hours or double time, whichever the greater	1	0.5	20	0.1
Straight time for four hours or applicable overtime rate, whichever the greater	4	2.3	270	2.6
One and one-half for three hours or applicable overtime rate, whichever the greater	3	1.7	96	0.9
One and one-half for four hours or applicable overtime rate, whichever the greater	12	6.9	259	2.5
Applicable overtime rate for two hours	13	7.5	925	8.9
All Other	7	4.0	53	0.5
No Provision	32	18.4	2,197	21.2

TABLE 53:

PORTAL TO PORTAL

	Agts		Emps	
	#	%	#	%
Camp (Home) to job site	1	0.5	120	1.1
No Provision	172	99.4	10,231	98.8

TABLE 54:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
Four hours pay or less	3	1.7	62	0.5
More than four hours pay	1	0.5	60	0.5
Flat amount per hour or by day	62	35.8	3,761	36.3
Other	1	0.5	147	1.4
No Provision	106	61.2	6,321	61.0

TABLE 55:

COST OF LIVING PROVISION (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
Provision exists	5	2.8	229	2.2
No Provision	168	97.1	10,122	97.7

TABLE 56:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
Monthly	2	1.1	83	0.8
Other (e.g. no details)	2	1.1	56	0.5
No Provision	169	97.6	10,212	98.6

TABLE 57:

METHOD OF CALCULATING COLA RATE OF PAYMENT

	Agts		Emps	
	#	%	#	%
Percentage increases in wages per percent increase in index	3	1.7	139	1.3
No Provision	170	98.2	10,212	98.6

TABLE 58:

WAGE INCENTIVE

	Agts		Emps	
	#	%	#	%
Individual wage incentive plan	1	0.5	150	1.4
No Provision	172	99.4	10,201	98.5

TABLE 59:

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER

	Agts		Emps	
	#	%	#	%
Full compensation for time lost (Machinery breakdown)	0	0.0	0	0.0
Full compensation for time lost (Weather conditions)	9	5.2	342	3.3
Combination of 1 and 2	1	0.5	51	0.4
Other	1	0.5	125	1.2
No Provision	162	93.6	9,833	94.9

TABLE 60:

TRAVEL ALLOWANCES OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
Paid travel time	3	1.7	185	1.7
Paid travel allowance or transportation	33	19.0	1,429	13.8
Other	2	1.1	162	1.5
No Provision	135	77.9	8,575	82.7

TABLE 61:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
Paid travel allowance or transportation	2	1.1	31	0.2
No Provision	171	98.8	10,320	99.7

TABLE 62:

TRAVEL ALLOWANCE OR TRANSPORTATION SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
Paid travel time	4	2.3	215	2.0
Paid travel allowance or transportation	19	10.9	1,829	17.6
Other	7	4.0	576	5.5
No Provision	143	82.6	7,731	74.6

TABLE 63:

TRAVEL ALLOWANCE/TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
Daily allowance	0	0.0	0	0.0
Meal allowance	0	0.0	0	0.0
Lodging allowance	0	0.0	0	0.0
Transportation allowance	21	12.1	1,450	14.0
Any combination of 2, 3 and 4	9	5.2	1,066	10.2
No Provision	143	82.6	7,835	75.6

TABLE 64:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
5 1/2 days or less	1	0.5	10	0.0
6 days	6	3.4	215	2.0
7 days	1	0.5	8	0.0
8 days	7	4.0	46	0.4
9 days	9	5.2	520	5.0
10 days	27	15.6	1,191	11.5
11 days	102	58.9	6,801	65.7
11 1/2 days	9	5.2	1,114	10.7
12 days	3	1.7	160	1.5
12 1/2 days	1	0.5	29	0.2
No Provision	7	4.0	257	2.4

TABLE 65:

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

	Agts		Emps	
	#	%	#	%
One month or less	5	2.8	137	1.3
2 months	5	2.8	269	2.5
3 months	3	1.7	72	0.6
Other	1	0.5	190	1.8
No Provision	159	91.9	9,683	93.5

TABLE 66:

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

	Agts		Emps	
	#	%	#	%
Employee must have worked both the last working day before and the next working day after	70	40.4	3,999	38.6
Employee must have worked either the last working day before or the next working day after	2	1.1	172	1.6
Employee must have worked a specified length of time during the week, pay period, etc., prior to the holiday	1	0.5	35	0.3
Other	3	1.7	315	3.0
No Provision	97	56.0	5,830	56.3

TABLE 67:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	30	17.3	1,797	17.3
Working day off or extra's day pay	15	8.6	1,924	18.5
Specific provision for no working day off with pay or no extra day's pay	1	0.5	17	0.1
Observe on following Monday or day proclaimed by government	17	9.8	769	7.4
Other	6	3.4	468	4.5
No Provision	104	60.1	5,376	51.9

TABLE 68:

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	27	15.6	1,472	14.2
Working day off or extra's day pay	12	6.9	1,779	17.1
Observe on following Monday or day proclaimed by government	26	15.0	1,210	11.6
Other	5	2.8	318	3.0
No Provision	103	59.5	5,572	53.8

TABLE 69:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
Any provision conferring any right for the employee to select his vacation	106	61.2	5,331	51.5
Other	2	1.1	47	0.4
No Provision	65	37.5	4,973	48.0

TABLE 70:

PAID VACATION (TWO WEEKS)

	Agts		Emps	
	#	%	#	%
One year	49	28.3	2,169	20.9
Less than 1 year	15	8.6	1,846	17.8
Other	1	0.5	80	0.7
No Provision	108	62.4	6,256	60.4

TABLE 71:

PAID VACATION (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
One year	96	55.4	5,841	56.4
Two years	6	3.4	328	3.1
Three years	8	4.6	359	3.4
Four years	9	5.2	108	1.0
Five years	25	14.4	1,612	15.5
Six years	1	0.5	15	0.1
Seven years	1	0.5	2	0.0
Nine years	1	0.5	8	0.0
Eleven years	6	3.4	488	4.7
Fifteen years	1	0.5	38	0.3
Less than 1 year	1	0.5	650	6.2
Other	1	0.5	80	0.7
No Provision	17	9.8	822	7.9

TABLE 72:

PAID VACATIONS (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
One year	8	4.6	961	9.2
Two years	1	0.5	147	1.4
Four years	29	16.7	1,871	18.0
Five years	14	8.0	503	4.8
Seven years	1	0.5	16	0.1
Eight years	10	5.7	309	2.9
Ten years	61	35.2	3,885	37.5
Eleven years	2	1.1	234	2.2
Twelve years	7	4.0	390	3.7
Thirteen years	2	1.1	221	2.1
Fourteen years	1	0.5	4	0.0
Fifteen years	8	4.6	310	2.9
Seventeen years	1	0.5	10	0.0
Twenty years	6	3.4	270	2.6
Other	2	1.1	165	1.5
No Provision	20	11.5	1,055	10.1

TABLE 73:

PAID VACATIONS (FIVE WEEKS)

	Agts		Emps	
	#	%	#	%
Four years	1	0.5	16	0.1
Ten years	2	1.1	80	0.7
Twelve years	4	2.3	208	2.0
Fifteen years	4	2.3	157	1.5
Nineteen years	1	0.5	120	1.1
Twenty years	41	23.6	3,371	32.5
Twenty-one years	3	1.7	17	0.1
Twenty-two years	1	0.5	200	1.9
Twenty-five years	4	2.3	78	0.7
No Provision	112	64.7	6,104	58.9

TABLE 74:

PAID VACATION (SIX WEEKS)

	Agts		Emps	
	#	%	#	%
Twenty years	1	0.5	40	0.3
Twenty-four years	1	0.5	40	0.3
No Provision	171	98.8	10,271	99.2

TABLE 75:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
With limit	17	9.8	1,826	17.6
Carry-over specifically prohibited	12	6.9	673	6.5
Other	2	1.1	53	0.5
No Provision	142	82.0	7,799	75.3

TABLE 76:

EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE

	Agts		Emps	
	#	%	#	%
Extended after fifteen years of service	1	0.5	60	0.5
Extended after twenty years of service	38	21.9	2,568	24.8
Other	1	0.5	35	0.3
No Provision	133	76.8	7,688	74.2

TABLE 77:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
Provision for vacation bonus	1	0.5	100	0.9
Provision for year-end bonus or Christmas bonus	2	1.1	46	0.4
Other	3	1.7	62	0.5
No Provision	167	96.5	10,143	97.9

TABLE 78:

STATUTORY HOLIDAY FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
Extra days pay	0	0.0	0	0.0
Another working day off with pay	127	73.4	7,630	73.7
Either 1 or 2	7	4.0	297	2.8
No Provision	39	22.5	2,424	23.4

TABLE 79:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILIY

	Agts		Emps	
	#	%	#	%
1 day	1	0.5	28	0.2
2 days	1	0.5	10	0.0
3 days	53	30.6	2,559	24.7
4 days	10	5.7	873	8.4
5 days	100	57.8	5,753	55.5
Other	3	1.7	840	8.1
No Provision	5	2.8	288	2.7

TABLE 80:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
1 day	99	57.2	5,604	54.1
2 days	3	1.7	180	1.7
3 days	6	3.4	445	4.2
Other	5	2.8	1,054	10.1
No Provision	60	34.6	3,068	29.6

TABLE 81:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
2 days	2	1.1	260	2.5
3 days	1	0.5	29	0.2
No Provision	170	98.2	10,062	97.2

TABLE 82:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL LEAVE)

	Agts		Emps	
	#	%	#	%
1 day	13	7.5	735	7.1
2 days	2	1.1	675	6.5
Other	1	0.5	650	6.2
No Provision	157	90.7	8,291	80.0

TABLE 83:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
2 days	1	0.5	60	0.5
5 days	2	1.1	167	1.6
More than 5 days	11	6.3	874	8.4
Other	8	4.6	1,143	11.0
No Provision	151	87.2	8,107	78.3

TABLE 84:

PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	12	6.9	2,036	19.6
Employee receives the difference between regular pay and jury pay	87	50.2	4,783	46.2
No Provision	74	42.7	3,532	34.1

TABLE 85:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	7	4.0	550	5.3
Provision exists, but no mention whether leave is paid or unpaid	2	1.1	59	0.5
Unpaid leave of absence	28	16.1	1,719	16.6
Other	27	15.6	1,284	12.4
No Provision	109	63.0	6,739	65.1

TABLE 86:

SABBATICAL LEAVE

	Agts		Emps	
	#	%	#	%
Reference to sabbatical leave paid	1	0.5	165	1.5
No Provision	172	99.4	10,186	98.4

TABLE 87:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
Provision for unpaid leave of absence	106	61.2	6,495	62.7
Provision for paid leave of absence (whole or in part)	12	6.9	622	6.0
Provision for leave, but no mention if paid or not	5	2.8	302	2.9
No Provision	50	28.9	2,932	28.3

TABLE 88:

MEAL ALLOWANCES (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
Meal allowance	59	34.1	3,566	34.4
Paid meal period	10	5.7	992	9.5
Combination	6	3.4	383	3.7
No Provision	98	56.6	5,410	52.2

TABLE 89:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
5 minutes before end of shift	1	0.5	9	0.0
10 minutes before end of shift	4	2.3	446	4.3
Combination of 1 and 2	3	1.7	122	1.1
Other - including time not specified	3	1.7	73	0.7
No Provision	162	93.6	9,701	93.7

TABLE 90:

REST PERIOD

	Agts		Emps	
	#	%	#	%
Once a day, ten minutes	1	0.5	50	0.4
Once a day, fifteen minutes	2	1.1	215	2.0
Twice a day, 20 minutes in total	10	5.7	606	5.8
Twice a day, 30 minutes in total	108	62.4	6,505	62.8
Twice a day, over 30 minutes in total	3	1.7	94	0.9
No Provision	49	28.3	2,881	27.8

TABLE 91:

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Employer pays all cost	1	0.5	70	0.6
Employer pays percentage of cost with maximum specified	1	0.5	180	1.7
No Provision	171	98.8	10,101	97.5

TABLE 92:

CLOTHING AND UNIFORMS (EXCLUDES PROTECTIVE SAFETY CLOTHING)

	Agts		Emps	
	#	%	#	%
Work clothing and uniform provided by employer at no cost to employee	71	41.0	4,301	41.5
Employee receives allowance for the purchase of work clothing (includes replacement)	6	3.4	366	3.5
Other	1	0.5	90	0.8
No Provision	95	54.9	5,594	54.0

TABLE 93:

TOOLS

	Agts		Emps	
	#	%	#	%
Tools provided at no cost to the employee	7	4.0	94	0.9
Tools provided at some cost to the employee	2	1.1	120	1.1
Cash Allowance	1	0.5	90	0.8
No Provision	163	94.2	10,047	97.0

TABLE 94:

SAFETY EQUIPMENT

	Agts		Emps	
	#	%	#	%
Safety equipment provided at no cost to the employee	42	24.2	2,323	22.4
Safety equipment provided and maintained at no cost	2	1.1	83	0.8
No Provision	129	74.5	7,945	76.7

TABLE 95:

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Specific provision for training on the job	25	14.4	1,526	14.7
Apprenticeship program	3	1.7	82	0.7
Tuition/financial assistance (Ed'n)	5	2.8	1,208	11.6
Combination of 1 and 3	1	0.5	29	0.2
Combination of 2 and 3	1	0.5	60	0.5
Other	2	1.1	57	0.5
No Provision	136	78.6	7,389	71.3

TABLE 96:

INDUSTRIAL SAFETY

	Agts		Emps	
	#	%	#	%
Provision exists for safety	46	26.5	2,814	27.1
Safety Committee	18	10.4	1,093	10.5
Combination of 1 and 2	8	4.6	1,247	12.0
No Provision	101	58.3	5,197	50.2

TABLE 97:

REHABILITATION PROGRAMS (ALCOHOLISM/DRUGS)

	Agts		Emps	
	#	%	#	%
Provision	17	9.8	938	9.0
No Provision	156	90.1	9,413	90.9

TABLE 98:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
Legal defense provided (3rd party action)	0	0.0	0	0.0
Other	3	1.7	722	6.9
No Provision	170	98.2	9,629	93.0

TABLE 99:

LONGEVITY PAY

	Agts		Emps	
	#	%	#	%
0 - $100.00 per year	1	0.5	83	0.8
Other	1	0.5	40	0.3
No Provision	171	98.8	10,228	98.8

TABLE 100:

WOMEN - MATERNITY LEAVE (SENIORITY)

	Agts		Emps	
	#	%	#	%
Seniority retained	80	46.2	5,867	56.6
Seniority accumulated	5	2.8	270	2.6
Provision for seniority, but does not mention if retained or accumulated	13	7.5	871	8.4
Other	14	8.0	966	9.3
No Provision	61	35.2	2,377	22.9

TABLE 101:

WOMEN - MATERNITY LEAVE (PAY)

	Agts		Emps	
	#	%	#	%
Leave of absence without loss of pay	13	7.5	2,163	20.8
Leave of absence with loss of pay	95	54.9	5,756	55.6
Leave of absence - use of sick leave (with or without specified maximum)	2	1.1	66	0.6
Other	4	2.3	280	2.7
No Provision	59	34.1	2,086	20.1

TABLE 102:

WOMAN - MATERNITY LEAVE TIME LIMITATION BEFORE & AFTER BIRTH DATE

	Agts		Emps	
	#	%	#	%
Less than 3 months	2	1.1	106	1.0
3 months	3	1.7	297	2.8
4 months	23	13.2	2,148	20.7
5 months	62	35.8	4,508	43.5
6 or more months	18	10.4	975	9.4
Length not specified - employee determines date of leaving and returning	4	2.3	92	0.8
Length not specified or cannot be determined	2	1.1	153	1.4
Other	1	0.5	15	0.1
No Provision	58	33.5	2,057	19.8

TABLE 103:

ADVANCE NOTICE AND/OR CONSULTATION PRIOR TO INTRO OF TECH. CHANGES

	Agts		Emps	
	#	%	#	%
Provision for less than 3 months	2	1.1	18	0.1
Provision for 3 to 6 months	4	2.3	153	1.4
Other	4	2.3	264	2.5
No Provision	163	94.2	9,916	95.7

TABLE 104:

TRAINING OR RETRAINING (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Displaced employees provided with on-the-job training opportunity on new equipment	2	1.1	150	1.4
Other	5	2.8	250	2.4
No Provision	166	95.9	9,951	96.1

TABLE 105:

RELOCATION ALLOWANCE (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Employer pays full cost	0	0.0	0	0.0
Employer pays percentage of cost	0	0.0	0	0.0
Other	1	0.5	35	0.3
No Provision	172	99.4	10,316	99.6

TABLE 106:

LABOUR MANAGEMENT COMMITTEE (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Committee studies the problems created by technological changes and makes recommendations	2	1.1	267	2.5
No Provision	171	98.8	10,084	97.4

TABLE 107:

EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Some form of wage or employment guarantee due to technological change (other than S.U.B. or severance pay)	0	0.0	0	0.0
Attrition	0	0.0	0	0.0
Distribution of work (includes cases like short work week, extended vacation)	0	0.0	0	0.0
Other	8	4.6	443	4.2
No Provision	165	95.3	9,908	95.7

TABLE 108:

NOTICE OF LAY-OFF IN CASE OF TECHNOLOGICAL CHANGE

	Agts		Emps	
	#	%	#	%
Provision for 3 to 6 months	2	1.1	83	0.8
Other	5	2.8	335	3.2
No Provision	166	95.9	9,933	95.9

TABLE 109:

TECHNOLOGICAL CHANGE - WORKING SHARING TECHNIQUES

	Agts		Emps	
	#	%	#	%
Specific reference to rotation of employment	1	0.5	22	0.2
No Provision	172	99.4	10,329	99.7

TABLE 110:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
Moonlighting permitted (no moonlighting if such work interfers with regular work of employee)	3	1.7	995	9.6
No Provision	170	98.2	9,356	90.3

TABLE 111:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
Contracting out permitted	5	2.8	796	7.6
Contracting out prohibited	23	13.2	966	9.3
Employer cannot contract out work which will lead to lay-offs or failure to recall members of bargaining unit	28	16.1	1,282	12.3
Employer cannot contract out to non-union employer	0	0.0	0	0.0
Combination of 3 and 4	1	0.5	7	0.0
Other	4	2.3	55	0.5
No Provision	112	64.7	7,245	69.9

TABLE 112:

REOPENER CLAUSE

	Agts		Emps	
	#	%	#	%
Wage reopener	11	6.3	701	6.7
Both wages and working conditions reopener	2	1.1	267	2.5
No Provision	160	92.4	9,383	90.6

TABLE 113:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	1	0.5	200	1.9
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs if available	6	3.4	409	3.9
No Provision	166	95.9	9,742	94.1

TABLE 114:

LABOUR - MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
Provision exists i.e. industrial relations issues	109	63.0	7,174	69.3
No Provision	64	36.9	3,177	30.6

TABLE 115:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
General statement of management rights	38	21.9	1,623	15.6
Enumerated list of management rights residual with management	113	65.3	7,201	69.5
No Provision	22	12.7	1,527	14.7

TABLE 116:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
51 - 75 percent of yearly salary	0	0.0	0	0.0
Lump sum payment	0	0.0	0	0.0
Plan mentioned - no details	0	0.0	0	0.0
Other	3	1.7	292	2.8
No Provision	170	98.2	10,059	97.1

TABLE 117:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
Union only	3	1.7	17	0.1
No Provision	170	98.2	10,334	99.8

TABLE 118:

ADMINISTRATION OF HEALTH AND WELFARE PLAN

	Agts		Emps	
	#	%	#	%
Union only	3	1.7	17	0.1
No Provision	170	98.2	10,334	99.8

TABLE 119:

NORMAL WORK WEEK (DAYS PER WEEK), (PART-TIME WORKERS ONLY)

	Agts		Emps	
	#	%	#	%
5 days or less per week	2	1.1	73	0.7
Irregular hours	17	9.8	1,387	13.3
Other	2	1.1	65	0.6
No Provision	152	87.8	8,826	85.2

TABLE 120:

PART-TIME EMPLOYEES - DAILY HOURS

	Agts		Emps	
	#	%	#	%
001 - 300 hours	8	4.6	239	2.3
301 - 329 hours	1	0.5	40	0.3
500 - 559 hours	2	1.1	73	0.7
Other (including irregular)	20	11.5	1,470	14.2
No Provision	142	82.0	8,529	82.3

TABLE 121:

PART-TIME EMPLOYEES - WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
0001 - 1500 hours	2	1.1	267	2.5
2456 - 2955 hours	2	1.1	73	0.7
30 + hours	1	0.5	40	0.3
Other (including irregular)	23	13.2	1,550	14.9
No Provision	145	83.8	8,421	81.3

TABLE 122:

PART-TIME EMPLOYEES (HEALTH & WELFARE, SICK LEAVE, PENSION PLANS)

	Agts		Emps	
	#	%	#	%
Provision for health and welfare benefits	0	0.0	0	0.0
Provision for pension benefits	0	0.0	0	0.0
Provision for sick leave benefits	20	11.5	1,117	10.7
Combination of 2 and 3	2	1.1	130	1.2
Combination of 1, 2 and 3	12	6.9	634	6.1
Other	1	0.5	195	1.8
No Provision	138	79.7	8,275	79.9

TABLE 123:

PART-TIME EMPLOYEES (VACATIONS & HOLIDAYS)

	Agts		Emps	
	#	%	#	%
Pro-rated vacation for part-timers	11	6.3	545	5.2
Pro-rated paid statutory holidays	13	7.5	667	6.4
Both pro-rated vacation & holidays for part-timers	53	30.6	2,895	27.9
No Provision	96	55.4	6,244	60.3

TABLE 124:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
Provision exists but posting period not specified or cannot be determined	4	2.3	259	2.5
Posting period specified in calendar days - 7 or less days	8	4.6	285	2.7
Posting period specified in calendar days more than 7 days but less than 15 days	4	2.3	219	2.1
Posting period specified in calendar days - 15 days or more	19	10.9	1,131	10.9
Posting period specified in working days - 7 or less days	11	6.3	1,406	13.5
Posting period specified in working days more than 7 days but less than 15 days	4	2.3	104	1.0
Posting period specified in working days - 15 days or more	1	0.5	79	0.7
Duration stated but not specified whether it is in working days or calendar days	79	45.6	4,384	42.3
No Provision	43	24.8	2,484	23.9

TABLE 125:

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	1	0.5	100	0.9
66 2/3 percent or more but less than 75 percent	1	0.5	190	1.8
More than 50 percent but less than 66 2/3 percent	1	0.5	75	0.7
50 percent or less	15	8.6	617	5.9
Percentage of employee payroll	1	0.5	6	0.0
Welfare plan mentioned, but no details given	19	10.9	1,289	12.4
No Provision	135	78.0	8,074	78.0

TABLE 126:

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	1	0.5	100	0.9
75 percent or more but less than 100 percent	1	0.5	40	0.3
Welfare plan mentioned, but no details given	6	3.4	422	4.0
No Provision	165	95.3	9,789	94.5

TABLE 127:

DENTAL PLAN (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
50 percent or less	1	0.5	200	1.9
Plan mentioned, but no details given	2	1.1	662	6.3
No Provision	170	98.2	9,489	91.6

TABLE 128:

WORKERS' COMPENSATION

	Agts		Emps	
	#	%	#	%
Compensation payable is the difference between workmen's compensation and regular salary	53	30.6	2,649	25.5
Compensation while injured employee's claim is being settled by W.C.B.	5	2.8	228	2.2
Other form of supplementary payment	23	13.2	1,398	13.5
Other	3	1.7	140	1.3
No Provision	89	51.4	5,936	57.3

TABLE 129:

LIFE INSURANCE, DEATH & DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	2	1.1	28	0.2
75 percent or more but less than 100 percent	1	0.5	18	0.1
50 percent or less	14	8.0	814	7.8
Flat amount	1	0.5	2	0.0
Welfare plan mentioned, but no details given	31	17.9	2,579	24.9
No Provision	124	71.6	6,910	66.7

TABLE 130:

LIFE INSURANCE, DEATH & DISMEMBERMENT - AMOUNT OF BENEFIT

	Agts		Emps	
	#	%	#	%
$4,999 or less	6	3.4	332	3.2
$5,000 to $7,499	1	0.5	45	0.4
More than $20,000	1	0.5	16	0.1
Other	32	18.4	2,399	23.1
No Provision	133	76.8	7,559	73.0

TABLE 131:

LIFE INSURANCE - RETIREES AND/OR DEPENDENTS

	Agts		Emps	
	#	%	#	%
Plan mentioned, but no details given	1	0.5	35	0.3
No Provision	172	99.4	10,316	99.6

TABLE 132:

SICKNESS WEEKLY INDEMNITY (PERIOD OF)

	Agts		Emps	
	#	%	#	%
11 - 13 weeks	1	0.5	16	0.1
15 weeks	1	0.5	50	0.4
19 weeks	1	0.5	60	0.5
26 weeks	5	2.8	1,120	10.8
52 weeks	1	0.5	12	0.1
Welfare plan mentioned, but no details given	3	1.7	47	0.4
No Provision	161	93.0	9,046	87.3

TABLE 133:

SICKNESS WEEKLY INDEMNITY (AMOUNT OF BENEFIT)

	Agts		Emps	
	#	%	#	%
50 percent - 74 percent dollars per week	2	1.1	62	0.5
75 percent + dollars per week	4	2.3	906	8.7
No Details	5	2.8	187	1.8
Other	1	0.5	150	1.4
No Provision	161	93.0	9,046	87.3

TABLE 134:

PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

	Agts		Emps	
	#	%	#	%
0 - 5 days per year	2	1.1	100	0.9
6 days per year	2	1.1	68	0.6
7 days per year	1	0.5	2	0.0
8 days per year	1	0.5	40	0.3
10 days per year	2	1.1	85	0.8
11 days per year	1	0.5	17	0.1

12 days per year	13	7.5	790	7.6
15 days per year	4	2.3	125	1.2
18 days per year	36	20.8	1,292	12.4
20 days per year	3	1.7	166	1.6
24 days per year	3	1.7	51	0.4
26 - 30 days per year	79	45.6	4,957	47.8
31 - 40 days per year	1	0.5	25	0.2
50 + days per year	2	1.1	365	3.5
No details	1	0.5	50	0.4
Other	1	0.5	2	0.0
No Provision	21	12.1	2,216	21.4

TABLE 135:

ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
0 - 15 days	2	1.1	68	0.6
21 - 24 days	1	0.5	30	0.2
25 - 29 days	1	0.5	4	0.0
30 - 34 days	1	0.5	190	1.8
40 - 49 days	6	3.4	161	1.5
50 days	1	0.5	80	0.7
51 - 99 days	11	6.3	722	6.9
100 - 149 days	14	8.0	605	5.8
150 - 199 days	99	57.2	5,381	51.9
200 days	1	0.5	29	0.2
225 - 249 days	1	0.5	8	0.0

TABLE 135: (Cont'd)

ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
250 + days	4	2.3	400	3.8
Indefinite	1	0.5	50	0.4
No details	2	1.1	59	0.5
Other	2	1.1	128	1.2
No Provision	26	15.0	2,436	23.5

TABLE 136:

LONG TERM DISABILITY (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
100 percent	2	1.1	34	0.3
50 percent or less	3	1.7	129	1.2
Welfare plan mentioned, but no details given	8	4.6	579	5.5
No Provision	160	92.4	9,609	92.8

TABLE 137:

LONG TERM DISABILITIES - BENEFITS (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
75 dollars per week	1	0.5	16	0.1
Plan mentioned but no details given	9	5.2	609	5.8
No Provision	163	94.2	9,726	93.9

TABLE 138:

PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
75 percent or more but less than 100 percent	1	0.5	25	0.2
More than 50 percent but less than 66 2/3 percent	1	0.5	16	0.1
50 percent or less	7	4.0	45	0.4
Flat amount	51	29.4	2,810	27.1
Welfare plan mentioned, but no details given	37	21.3	4,363	42.1
No Provision	76	43.9	3,092	29.8

TABLE 139:

PRIVATE PENSION PLAN - BENEFIT (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
Percentage of employees' contributions to pension plan	1	0.5	21	0.2
Plan mentioned but no details given	78	45.0	5,561	53.7
Other	16	9.2	1,551	14.9
No Provision	78	45.0	3,218	31.0

TABLE 140:

EARLY RETIREMENT BENEFIT

	Agts		Emps	
	#	%	#	%
Unreduced basic benefit	0	0.0	0	0.0
Reduced basic benefit	0	0.0	0	0.0
Special monthly pension payments	0	0.0	0	0.0
Other	1	0.5	12	0.1
No Provision	172	99.4	10,339	99.8

TABLE 141:

REIMBURSEMENT UNUSED SICK LEAVE - TERMINATION

	Agts		Emps	
	#	%	#	%
Unused sick leave accumulated is not paid	2	1.1	175	1.6
All unused sick leave is paid	1	0.5	40	0.3
Fraction of unused sick leave is paid	8	4.6	309	2.9
Maximum days paid varies with length of service	1	0.5	22	0.2
Other	1	0.5	8	0.0
No Provision	160	92.4	9,797	94.6

TABLE 142:

REIMBURSEMENT UNUSED SICK LEAVE - RETIREMENT

	Agts		Emps	
	#	%	#	%
Unused sick leave is not paid	1	0.5	125	1.2
All unused sick leave is paid	5	2.8	206	1.9
Percentage of unused sick leave is paid	7	4.0	457	4.4
Maximum days paid varies with length of service	2	1.1	27	0.2
Other	1	0.5	8	0.0
No Provision	157	90.7	9,528	92.0

PART IV:

TRADE

The Trade sector includes industries whose SIC (Standard Industrial Classification) numbers range from 602 to 699. This group is comprised of wholesalers and retailers of such products as paper, food, drugs and toilet preparations, dry goods, machinery, building materials and personal goods. The data in this section is based on 51 agreements covering some 2,863 employees.

TABLE 1:

UNION SECURITY - MEMBERSHIP

	Agts		Emps	
	#	%	#	%
Union Shop	22	43.1	593	20.7
Modified Union Shop	9	17.6	230	8.0
Maintenance of membership for present and future employees	3	5.8	1,065	37.1
Rand Formula	14	27.4	926	32.3
Modified Rand Formula	3	5.8	49	1.7

TABLE 2:

UNION SECURITY - CHECK-OFF

	Agts		Emps	
	#	%	#	%
Compulsory Check-off for all employees	39	76.4	2,646	92.4
Compulsory only for Union members	3	5.8	52	1.8
Voluntary (Whether revocable or irrevocable)	3	5.8	45	1.5
Voluntary for old employees, compulsory for new	4	7.8	89	3.1
No Provision	2	3.9	31	1.0

TABLE 3:

JURISDICTION OF WORK-EACH TRADE

	Agts		Emps	
	#	%	#	%
Provision respecting the scope of work	4	7.8	195	6.8
No Provision	47	92.1	2,668	93.1

TABLE 4:

UNION SECURITY - CROSSING THE PICKET LINES ETC.

	Agts		Emps	
	#	%	#	%
Employees have the right to refuse to cross picket lines	1	1.9	40	1.3
No Provision	50	98.0	2,823	98.6

TABLE 5:

LENGTH OF PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
One month or less	4	7.8	113	3.9
Up to two months	19	37.2	614	21.4
Up to three months	12	23.5	210	7.3
Up to four months	6	11.7	220	7.6
Up to five months	1	1.9	20	0.6
Up to and including six months	3	5.8	591	20.6
No Provision	6	11.7	1,095	38.2

TABLE 6:

SPECIAL SENIORITY PROVISION - SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
Special seniority for union officials	1	1.9	40	1.3
No Provision	50	98.0	2,823	98.6

TABLE 7:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
Straight seniority	2	3.9	24	0.8
Seniority taken into account along with - ability, skill, knowledge and physical fitness	6	11.7	85	2.9
Straight seniority if other factors are equal or sufficient	33	64.7	2,544	88.8
No Provision	10	19.6	210	7.3

TABLE 8:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Straight Seniority	9	17.6	1,185	41.3
Seniority taken into account along with - knowledge, skills, ability, training and physical fitness	10	19.6	200	6.9
Straight seniority if other factors are equal or sufficient	30	58.8	1,465	51.1
No Provision	2	3.9	13	0.4

TABLE 9:

RETENTION OF SENIORITY DURING TERM OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	26	50.9	1,741	60.8
Seniority is retained for more than 6 months up to and including 12 months	8	15.6	243	8.4
Seniority is retained for more than 12 months up to and including 18 months	1	1.9	30	1.0
Seniority is retained for more than 18 months up to and including 24 months	2	3.9	25	0.8
Retention is graduated according to length of service	2	3.9	73	2.5
Length not specified or indefinite	1	1.9	400	13.9
Other	3	5.8	128	4.4
No Provision	8	15.6	223	7.7

TABLE 10:

RETENTION OF SENIORITY DURING ILLNESS

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	2	3.9	23	0.8
Seniority is retained for more than 6 months up to and including 12 months	3	5.8	80	2.7
Seniority is retained for more than 12 months up to and including 18 months	1	1.9	40	1.3
Length not specified or indefinite	9	17.6	204	7.1
Not specified in list of circumstances under which seniority is lost	26	50.9	1,694	59.1
No Provision	10	19.6	822	28.7

TABLE 11:

SENIORITY - BUMPING

	Agts		Emps	
	#	%	#	%
Unrestricted right to bump	1	1.9	10	0.3
Restricted right to bump	2	3.9	1,040	36.3
No Provision	48	94.1	1,813	63.3

TABLE 12:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Less than one week	3	5.8	105	3.6
Two weeks	1	1.9	110	3.8
Graduated	3	5.8	109	3.8
No characteristics on stub file for	1	1.9	78	2.7
No Provision	43	84.3	2,461	85.9

TABLE 13:

RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
Straight seniority	8	15.6	1,185	41.3
Seniority taken into account along with - ability, skill knowledge and physical fitness	9	17.6	178	6.2
Straight seniority if other factors are equal or sufficient	27	52.9	1,023	35.7
No Provision	7	13.7	477	16.6

TABLE 14:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
Plant	8	15.6	243	8.4
Department	9	17.6	320	11.1
Bargaining Unit	5	9.8	149	5.2
Other	4	7.8	1,201	41.9
No Provision	25	49.0	950	33.1

TABLE 15:

SEVERANCE PAY AND SUB

	Agts		Emps	
	#	%	#	%
Severance pay - benefits specified in agreement (no sub)	2	3.9	90	3.1
No Provision	49	96.0	2,773	96.8

TABLE 16:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
One year	2	3.9	25	0.8
More than one year less than five years service	1	1.9	20	0.6
Service requirements not mentioned	1	1.9	20	0.6
No Provision	47	92.1	2,798	97.7

TABLE 17:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RESIGNATION

	Agts		Emps	
	#	%	#	%
More than one year less than five years service	1	1.9	8	0.2
Service requirements not mentioned	1	1.9	22	0.7
No Provision	49	96.0	2,833	98.9

TABLE 18:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RETIREMENT

	Agts		Emps	
	#	%	#	%
One year service	1	1.9	8	0.2
Service requirements not mentioned	3	5.8	145	5.0
Other	1	1.9	22	0.7
No Provision	46	90.1	2,688	93.8

TABLE 19:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (LAY-OFF)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	1	1.9	20	0.6
Flat amounts	3	5.8	45	1.5
No Provision	47	92.1	2,798	97.7

TABLE 20:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	1	1.9	8	0.2
Up to two weeks for each year of service	1	1.9	22	0.7
No Provision	49	96.0	2,833	98.9

TABLE 21:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	3	5.8	133	4.6
Up to 2 weeks for each year of service	1	1.9	22	0.7
No details regarding benefits	1	1.9	20	0.6
No Provision	46	90.1	2,688	93.8

TABLE 22:

SEVERANCE PAYMENTS - TOTAL BENEFITS (ON LAY-OFFS)

	Agts		Emps	
	#	%	#	%
Flat amount	1	1.9	10	0.3
Maximum amount not specified	2	3.9	40	1.3
No Provision	48	94.1	2,813	98.2

TABLE 23:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	1	1.9	8	0.2
Maximum amount not specified	2	3.9	37	1.2
No Provision	48	94.1	2,818	98.4

TABLE 24:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than 10 weeks	1	1.9	8	0.2
Maximum amount not specified	4	7.8	167	5.8
No Provision	46	90.1	2,688	93.8

TABLE 25:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

	Agts		Emps	
	#	%	#	%
Employee only	1	1.9	30	1.0
Union representative only	3	5.8	70	2.4
Employees with or without union representative	45	88.2	2,733	95.4
Grievance committee only	2	3.9	30	1.0

TABLE 26:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
Number of steps in the grievance is reduced	19	37.2	1,578	55.1
Duration of delays between steps is reduced	0	0.0	0	0.0
Combination of 1 and 2	3	5.8	105	3.6
No Provision	29	56.8	1,180	41.2

TABLE 27:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
Union officials receive time off without loss of pay for grievance work during regular hours of work	17	33.3	440	15.3
Remuneration is for a limited number of hours only	2	3.9	190	6.6
Union officials receive time off for grievance work, but no indication if such time off is paid or unpaid	4	7.8	1,129	39.4
Other	2	3.9	28	0.9
No Provision	26	50.9	1,076	37.5

TABLE 28:

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF AGREEMENTS

	Agts		Emps	
	#	%	#	%
Compensation limited to regular hours of work	12	23.5	1,272	44.4
Compensation is for a specific number of hours	1	1.9	150	5.2
Other	4	7.8	102	3.5
No Provision	34	66.6	1,339	46.7

TABLE 29:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
Specific provision for single arbitrator	12	23.5	877	30.6
Specific provision for panel / board of arbitrators	27	52.9	580	20.2
Provision for single or board of arbitrators	10	19.6	1,347	47.0
No Provision	2	3.9	59	2.0

TABLE 30:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
Appeal of discharge after dismissal	4	7.8	94	3.2
Re-imbursement if exonerated after suspension	29	56.8	2,104	73.4
Other	1	1.9	33	1.1
No Provision	17	33.3	632	22.0

TABLE 31:

NORMAL WORK WEEK (DAYS PER WEEK) (EXCLUDING PART-TIME WORKERS)

	Agts		Emps	
	#	%	#	%
4 1/2 days per week	1	1.9	12	0.4
5 days per week	43	84.3	2,611	91.1
6 days per week	3	5.8	144	5.0
No Provision	4	7.8	96	3.3

TABLE 32:

DAILY HOURS (REGULAR HOURS)

	Agts		Emps	
	#	%	#	%
400 - 459	1	1.9	15	0.5
700	4	7.8	109	3.8
730	1	1.9	11	0.3
731 - 759	1	1.9	12	0.4
800	31	60.7	2,320	81.0
830	1	1.9	19	0.6
831 - 859	1	1.9	40	1.3
930	1	1.9	7	0.2
No Provision	10	19.6	330	11.5

TABLE 33:

WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
3500	3	5.8	87	3.0
3730	1	1.9	11	0.3
3800	1	1.9	22	0.7
3801 - 3959	1	1.9	1,000	34.9
4000	35	68.6	1,378	48.1
4001 - 4229	1	1.9	25	0.8
4230	1	1.9	19	0.6
4231 - 4459	1	1.9	12	0.4
4500	1	1.9	40	1.3
4800	1	1.9	110	3.8
Other	2	3.9	27	0.9
No Provision	3	5.8	132	4.6

TABLE 34:

NORMAL WEEKLY METHOD OF OPERATIONS

	Agts		Emps	
	#	%	#	%
1 shift 5 days a week	17	33.3	371	12.9
1 shift 6 days a week	4	7.8	49	1.7
2 shifts 5 days a week	3	5.8	49	1.7
2 shifts 6 days a week	5	9.8	637	22.2
2 shifts 7 days a week	1	1.9	32	1.1
3 shifts 5 days a week	2	3.9	75	2.6
3 shifts 7 days a week	2	3.9	134	4.6
Other	5	9.8	228	7.9
No Provision	12	23.5	1,288	44.9

TABLE 35:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
5 day week, variable starting and quitting time	1	1.9	45	1.5
No Provision	50	98.0	2,818	98.4

TABLE 36:

OVERTIME COMPENSATION AFTER DAILY HOURS

	Agts		Emps	
	#	%	#	%
Time and one-half	41	80.3	2,114	73.8
Time and one-half followed by double time	4	7.8	469	16.3
Other	1	1.9	45	1.5
No Provision	5	9.8	235	8.2

TABLE 37:

OVERTIME COMPENSATION AFTER WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
Time and one-half	33	64.7	813	28.3
Time and one-half followed by double time	2	3.9	441	15.4
Other	1	1.9	45	1.5
No Provision	15	29.4	1,564	54.6

TABLE 38:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Straight time	1	1.9	400	13.9
Time and one-half	18	35.2	1,504	52.5
Time and one-half followed by double time	2	3.9	45	1.5
Double time	3	5.8	271	9.4
No Provision	27	52.9	643	22.4

TABLE 39:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Time and one-half	5	9.8	120	4.1
Double time	41	80.3	2,300	80.3
Double time and one-half	1	1.9	10	0.3
Other	1	1.9	400	13.9
No Provision	3	5.8	33	1.1

TABLE 40:

TIME OFF IN LIEU OF OVERTIME (ALSO BANKING OF TIME OFF)

	Agts		Emps	
	#	%	#	%
Time off in lieu of overtime pay	4	7.8	581	20.2
No Provision	47	92.1	2,282	79.7

TABLE 41:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	1	1.9	10	0.3
Employee has the right to refuse overtime when others are available to do the work	5	9.8	168	5.8
Overtime is compulsory in cases of emergency	4	7.8	102	3.5
Overtime mandatory - specific provision	3	5.8	56	1.9
Right to refuse overtime after specified period of compulsory overtime	2	3.9	150	5.2
Other	3	5.8	57	1.9
No Provision	33	64.7	2,320	81.0

TABLE 42:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
Overtime is equitably distributed among employees on a plant-wide basis	1	1.9	40	1.3
Overtime is equitably distributed among employees within a department	1	1.9	18	0.6

TABLE 42: (Cont'd)

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
Overtime is equitably distributed among employees within an occupation, and/or wage bracket, etc.	1	1.9	16	0.5
Overtime is equitably distributed by preference is given to senior employees	2	3.9	160	5.5
Other	2	3.9	70	2.4
No Provision	44	86.2	2,559	89.3

TABLE 43:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
50 cents per hour	1	1.9	40	1.3
No Provision	50	98.0	2,823	98.6

TABLE 44:

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
15 cents per hour	2	3.9	53	1.8
18 - less that 20 cents per hour	1	1.9	12	0.4
20 cents per hour	1	1.9	14	0.4
21 - 25 cents per hour	3	5.8	122	4.2
26 - 30 cents per hour	1	1.9	50	1.7
30 + cents per hour	6	11.7	1,178	41.1
Other	3	5.8	575	20.0
No Provision	34	66.6	859	30.0

TABLE 45:

SHIFT PREMIUM (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
15 cents per hour	1	1.9	10	0.3
20 cents per hour	1	1.9	26	0.9
21 - 25 cents per hour	2	3.9	55	1.9
26 - 30 cents per hour	3	5.8	154	5.3
30 + cents per hour	8	15.6	1,284	44.8
No Provision	36	70.5	1,334	46.5

TABLE 46:

PREMIUM RATES FOR WORK ON PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
Straight time	1	1.9	26	0.9
Time and one-half	19	37.2	382	13.3
Double time	21	41.1	712	24.8
Other	3	5.8	481	16.8
No Provision	7	13.7	1,262	44.0

TABLE 47:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
New rate or regular rate of the employee - whichever greater	29	56.8	2,030	70.9
Rate of new occupation	3	5.8	192	6.7
Other	4	7.8	176	6.1
No Provision	15	29.4	465	16.2

TABLE 48:

GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
Guaranteed on a weekly basis	3	5.8	65	2.2
Other	1	1.9	40	1.3
No Provision	47	92.1	2,758	96.3

TABLE 49:

REPORTING PAY GUARANTEED

	Agts		Emps	
	#	%	#	%
Two hours of work or pay	2	3.9	47	1.6
Three hours of work or pay	3	5.8	96	3.3
Four hours of work or pay	13	25.4	375	13.0
Eight hours of work or pay	1	1.9	80	2.7
Other	1	1.9	45	1.5
No Provision	31	60.7	2,220	77.5

TABLE 50:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for three hours	5	9.8	263	9.1
Straight time for four hours	5	9.8	1,135	39.6
Time and 1/2 for two hours	2	3.9	38	1.3
Time and 1/2 for three hours	8	15.6	110	3.8
Time and 1/2 for four hours	4	7.8	475	16.5
Double time for two hours	4	7.8	88	3.0
Double time for three hours	1	1.9	40	1.3
Double time for four hours	2	3.9	50	1.7
Straight time for three hours or 1 1/2 whichever the greater	2	3.9	88	3.0
Straight time for three hours or applicable overtime rate, whichever the greater	1	1.9	20	0.6
Straight time for four hours or 1 1/2, whichever the greater	1	1.9	19	0.6
Straight time for four hours or double time, whichever the greater	2	3.9	66	2.3
All Other	5	9.8	230	8.0
No Provision	9	17.6	241	8.4

TABLE 51:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
Four hours pay or less	0	0.0	0	0.0
More than four hours pay	0	0.0	0	0.0
Flat amount per hour or by day	0	0.0	0	0.0
Other	1	1.9	78	2.7
No Provision	50	98.0	2,785	97.2

TABLE 52:

COST OF LIVING PROVISION (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
Provision exists	2	3.9	96	3.3
No Provision	49	96.0	2,767	96.6

TABLE 53:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
Quarterly	1	1.9	56	1.9
Annually	1	1.9	40	1.3
No Provision	49	96.0	2,767	96.6

TABLE 54:

METHOD OF CALCULATING COLA RATE OF PAYMENT

	Agts		Emps	
	#	%	#	%
Percentage increases in wages per percent increase in index	1	1.9	40	1.3
Other	1	1.9	56	1.9
No Provision	49	96.0	2,767	96.6

TABLE 55:

WAGE INCENTIVE

	Agts		Emps	
	#	%	#	%
Group incentive plan	1	1.9	1,000	34.9
No Provision	50	98.0	1,863	65.0

TABLE 56:

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER

	Agts		Emps	
	#	%	#	%
Full compensation for time lost (Weather conditions)	3	5.8	131	4.5
Other	4	7.8	111	3.8
No Provision	44	86.2	2,621	91.5

TABLE 57:

TRAVEL ALLOWANCE OR TRANSPORTATION SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
Paid travel allowance or transportation	1	1.9	1,000	34.9
No Provision	50	98.0	1,863	65.0

TABLE 58:

TRAVEL ALLOWANCE/TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
Daily allowance	0	0.0	0	0.0
Transportation allowance	0	0.0	0	0.0
Lodging allowance	0	0.0	0	0.0
Meal allowance	3	5.8	42	1.4
Any combination of 2, 3 and 4	1	1.9	1,000	34.9
No Provision	47	92.1	1,821	63.6

TABLE 59:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
8 days	2	3.9	143	4.9
9 days	22	43.1	547	19.1
10 days	20	39.2	2,017	70.4
11 days	5	9.8	143	4.9
11 1/2 days	1	1.9	7	0.2
No Provision	1	1.9	6	0.2

TABLE 60:

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

	Agts		Emps	
	#	%	#	%
One month or less	2	3.9	46	1.6
2 months	2	3.9	34	1.1
3 months	1	1.9	12	0.4
Other	1	1.9	15	0.5
No Provision	45	88.2	2,756	96.2

TABLE 61:

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

	Agts		Emps	
	#	%	#	%
Employee must have worked both the last working day before and the next working day after	34	66.6	1,881	65.7
No Provision	17	33.3	982	34.2

TABLE 62:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	3	5.8	116	4.0
Extra's day off	5	9.8	189	6.6
Working day off or extra's day pay	5	9.8	116	4.0
Observe on following Monday or day proclaimed by Government	13	25.4	735	25.6
No Provision	25	49.0	1,707	59.6

TABLE 63:

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	4	7.8	108	3.7
Extra's day off	3	5.8	105	3.6
Working day off or extra's day pay	3	5.8	85	2.9
Observe on following Monday or day proclaimed by Government	20	39.2	1,149	40.1
No Provision	21	41.1	1,416	49.4

TABLE 64:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
Any provision conferring any right for the employee to select his vacation	36	70.5	1,831	63.9
No Provision	15	29.4	1,032	36.0

TABLE 65:

PAID VACATION (TWO WEEKS)

	Agts		Emps	
	#	%	#	%
One year	43	84.3	1,986	69.3
Three years	1	1.9	26	0.9
Less than 1 year	2	3.9	70	2.4
No Provision	5	9.8	781	27.2

TABLE 66:

PAID VACATION (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
One year	4	7.8	671	23.4
Three years	5	9.8	105	3.6
Five years	30	58.8	1,778	62.1
Six years	1	1.9	7	0.2
Seven years	1	1.9	45	1.5
Eight years	6	11.7	103	3.5
Ten years	1	1.9	8	0.2
Fifteen years	1	1.9	30	1.0
No Provision	2	3.9	116	4.0

TABLE 67:

PAID VACATIONS (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
Nine years	2	3.9	1,056	36.8
Ten years	13	25.4	692	24.1
Twelve years	9	17.6	252	8.8
Thirteen years	4	7.8	81	2.8
Fourteen years	2	3.9	39	1.3
Fifteen years	8	15.6	222	7.7
Sixteen years	2	3.9	30	1.0
Seventeen years	1	1.9	40	1.3
Twenty-five years	1	1.9	8	0.2
No Provision	9	17.6	443	15.4

TABLE 68:

PAID VACATIONS (FIVE WEEKS)

	Agts		Emps	
	#	%	#	%
Three years	1	1.9	6	0.2
Fifteen years	2	3.9	38	1.3
Sixteen years	2	3.9	1,056	36.8
Twenty years	9	17.6	732	25.5
Twenty-two years	6	11.7	138	4.8
Twenty-three years	2	3.9	32	1.1
Twenty-four years	2	3.9	72	2.5
Twenty-five years	3	5.8	72	2.5
No Provision	24	47.0	717	25.0

TABLE 69:

PAID VACATION (SIX WEEKS)

	Agts		Emps	
	#	%	#	%
Twenty-five years	2	3.9	1,056	36.8
Thirty years	3	5.8	80	2.7
No Provision	46	90.1	1,727	60.3

TABLE 70:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
With limit	5	9.8	701	24.4
Carry-over specifically prohibited	8	15.6	268	9.3
No Provision	38	74.5	1,894	66.1

TABLE 71:

EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE

	Agts		Emps	
	#	%	#	%
Extended after fifteen years of service	0	0.0	0	0.0
Extended after twenty years of service	0	0.0	0	0.0
Other	1	1.9	45	1.5
No Provision	50	98.0	2,818	98.4

TABLE 72:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
Provision for vacation bonus	1	1.9	6	0.2
Provision for year-end bonus or Christmas bonus	10	19.6	1,270	44.3
No Provision	40	78.4	1,587	55.4

TABLE 73:

STATUTORY HOLIDAY FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
Another working day off with pay	14	27.4	487	17.0
Extra days pay	2	3.9	1,011	35.3
Either 1 or 2	14	27.4	380	13.2
No Provision	21	41.1	985	34.4

TABLE 74:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILIY

	Agts		Emps	
	#	%	#	%
3 days	40	78.4	2,642	92.2
4 days	2	3.9	37	1.2
5 days	7	13.7	162	5.6
No Provision	2	3.9	22	0.7

TABLE 75:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
1 day	21	41.1	1,425	49.7
2 days	3	5.8	86	3.0
3 days	6	11.7	133	4.6
Other	3	5.8	236	8.2
No Provision	18	35.2	983	34.3

TABLE 76:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
2 days	2	3.9	191	6.6
No Provision	49	96.0	2,672	93.3

TABLE 77:

PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

	Agts		Emps	
	#	%	#	%
Employee receives the difference between regular pay and jury pay	11	21.5	303	10.5
Other	1	1.9	22	0.7
No Provision	39	76.4	2,538	88.6

TABLE 78:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
Unpaid leave of absence	1	1.9	20	0.6
No Provision	50	98.0	2,843	99.3

TABLE 79:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
Provision for unpaid leave of absence	38	74.5	2,605	90.9
Provision for paid leave of absence (whole or in part)	1	1.9	32	1.1
Provision for leave, but no mention if paid or not	2	3.9	12	0.4
No Provision	10	19.6	214	7.4

TABLE 80:

MEAL ALLOWANCES (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
Meal allowance	23	45.0	1,062	37.0
Paid meal period	3	5.8	123	4.2
Combination	1	1.9	41	1.4
No Provision	24	47.0	1,637	57.1

TABLE 81:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
5 minutes before mid-shift meal period	0	0.0	0	0.0
5 minutes before end of shift	0	0.0	0	0.0
Other - including time not specified	2	3.9	42	1.4
No Provision	49	96.0	2,821	98.5

TABLE 82:

REST PERIOD

	Agts		Emps	
	#	%	#	%
Once a day, fifteen minutes	1	1.9	18	0.6
Twice a day, 20 minutes in total	6	11.7	190	6.6
Twice a day, 30 minutes in total	19	37.2	1,446	50.5
Twice a day, over 30 minutes in total	3	5.8	138	4.8
Other	3	5.8	68	2.3
No Provision	19	37.2	1,003	35.0

TABLE 83:

CLOTHING AND UNIFORMS (EXCLUDES PROTECTIVE SAFETY CLOTHING)

	Agts		Emps	
	#	%	#	%
Work clothing and uniform provided by employer at no cost to employee	22	43.1	1,977	69.0
Work clothing and uniform provided by employer at some cost to employee	7	13.7	260	9.0
Employee receives allowance for the purchase of work clothing (includes replacement)	1	1.9	12	0.4
Other	1	1.9	11	0.3
No Provision	20	39.2	603	21.0

TABLE 84:

TOOLS

	Agts		Emps	
	#	%	#	%
Tools provided at no cost to the employee	7	13.7	331	11.5
Tools provided at some cost to the employee	1	1.9	19	0.6
Tools supplied by the employee	2	3.9	30	1.0
Other	1	1.9	80	2.7
No Provision	40	78.4	2,403	83.9

TABLE 85:

SAFETY EQUIPMENT

	Agts		Emps	
	#	%	#	%
Safety equipment provided at no cost to the employee	8	15.6	221	7.7
Safety equipment provided at some cost to the employee	6	11.7	228	7.9
Safety equipment provided and maintained at no cost	1	1.9	400	13.9
Other	1	1.9	12	0.4
No Provision	35	68.6	2,002	69.9

TABLE 86:

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Specific provision for training on the job	2	3.9	120	4.1
Other	1	1.9	50	1.7
No Provision	48	94.1	2,693	94.0

TABLE 87:

INDUSTRIAL SAFETY

	Agts		Emps	
	#	%	#	%
Provision exists for safety	20	39.2	1,490	52.0
Safety Committee	7	13.7	161	5.6
Combination of 1 and 2	6	11.7	162	5.6
No Provision	18	35.2	1,050	36.6

TABLE 88:

REHABILITATION PROGRAMS (ALCOHOLISM/DRUGS)

	Agts		Emps	
	#	%	#	%
Provision	6	11.7	156	5.4
No Provision	45	88.2	2,707	94.5

TABLE 89:

WOMEN - MATERNITY LEAVE (SENIORITY)

	Agts		Emps	
	#	%	#	%
Seniority retained	6	11.7	143	4.9
Seniority accumulated	5	9.8	120	4.1
Accumulated up to certain period then retained afterwards	2	3.9	65	2.2
Other	1	1.9	1,000	34.9
No Provision	37	72.5	1,535	53.6

TABLE 90:

WOMEN - MATERNITY LEAVE (PAY)

	Agts		Emps	
	#	%	#	%
Leave of absence with loss of pay	9	17.6	1,272	44.4
Other	3	5.8	22	0.7
No Provision	39	76.4	1,569	54.8

TABLE 91:

WOMAN - MATERNITY LEAVE TIME LIMITATION BEFORE & AFTER BIRTH DATE

	Agts		Emps	
	#	%	#	%
Less than 3 months	1	1.9	40	1.3
4 months	5	9.8	177	6.1
5 months	4	7.8	57	1.9
6 or more months	1	1.9	1,000	34.9
Length not specified or cannot be determined	1	1.9	25	0.8
No Provision	39	76.4	1,564	54.6

TABLE 92:

ADVANCE NOTICE AND/OR CONSULTATION PRIOR TO INTRO OF TECH. CHANGES

	Agts		Emps	
	#	%	#	%
Provision for less than 3 months	1	1.9	20	0.6
No Provision	50	98.0	2,843	99.3

TABLE 93:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
Moonlighting permitted (no moonlighting if such work interfers with regular work of employee)	2	3.9	85	2.9
Moonlighting prohibited	1	1.9	7	0.2
Moonlighting permitted with restrictions other than mentioned in category no.1 above	1	1.9	80	2.7
No Provision	47	92.1	2,691	93.9

TABLE 94:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
Employer cannot contract out work which will lead to lay-offs or failure to recall members of bargaining unit	4	7.8	147	5.1
Other	1	1.9	6	0.2
No Provision	46	90.1	2,710	94.6

TABLE 95:

REOPENER CLAUSE

	Agts		Emps	
	#	%	#	%
Wage reopener	1	1.9	20	0.6
Working conditions reopener	1	1.9	6	0.2
Both wages and working conditions reopener	2	3.9	28	0.9
Other	1	1.9	80	2.7
No Provision	46	90.1	2,729	95.3

TABLE 96:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs	2	3.9	191	6.6
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs if available	2	3.9	30	1.0
Other (Other related provisions e.g. hiring of older workers)	1	1.9	12	0.4
No Provision	46	90.1	2,630	91.8

TABLE 97:

LABOUR - MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
Provision exists i.e. industrial relations issues	11	21.5	1,542	53.8
No Provision	40	78.4	1,321	46.1

TABLE 98:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
General statement of management rights	10	19.6	350	12.2
Enumerated list of management rights residual with management	40	78.4	2,363	82.5
Enumerated list of management rights residual rights silent	1	1.9	150	5.2

TABLE 99:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
0 - 25 percent of yearly salary	0	0.0	0	0.0
26 - 50 percent of yearly salary	0	0.0	0	0.0
51 - 75 percent of yearly salary	0	0.0	0	0.0
76 - 99 percent of yearly salary	0	0.0	0	0.0
100 percent of yearly salary	0	0.0	0	0.0
Other	3	5.8	42	1.4
No Provision	48	94.1	2,821	98.5

TABLE 100:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
Management only	1	1.9	12	0.4
No Provision	50	98.0	2,851	99.5

TABLE 101:

NORMAL WORK WEEK (DAYS PER WEEK), (PART-TIME WORKERS ONLY)

	Agts		Emps	
	#	%	#	%
5 days or less per week	1	1.9	50	1.7
Irregular hours	11	21.5	1,247	43.5
No Provision	39	76.4	1,566	54.6

TABLE 102:

PART-TIME EMPLOYEES - DAILY HOURS

	Agts		Emps	
	#	%	#	%
600 + hours	1	1.9	20	0.6
Other (including irregular)	12	23.5	318	11.1
No Provision	38	74.5	2,525	88.1

TABLE 103:

PART-TIME EMPLOYEES - WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
20 hours	1	1.9	20	0.6
2001 - 2225 hours	1	1.9	27	0.9
2226 - 2455 hours	4	7.8	1,138	39.7
2456 - 2955 hours	1	1.9	40	1.3
30 + hours	2	3.9	64	2.2
Other (including irregular)	9	17.6	244	8.5
No Provision	33	64.7	1,330	46.4

TABLE 104:

PART-TIME EMPLOYEES (HEALTH & WELFARE, SICK LEAVE, PENSION PLANS)

	Agts		Emps	
	#	%	#	%
Provision for health and welfare benefits	0	0.0	0	0.0
Provision for sick leave benefits	0	0.0	0	0.0
Provision for pension benefits	0	0.0	0	0.0
Combination of 1 and 2	2	3.9	53	1.8
Combination of 1, 2 and 3	1	1.9	25	0.8
Other	1	1.9	26	0.9
No Provision	47	92.1	2,759	96.3

TABLE 105:

PART-TIME EMPLOYEES (VACATIONS & HOLIDAYS)

	Agts		Emps	
	#	%	#	%
Pro-rated vacation for part-timers	4	7.8	1,068	37.3
Pro-rated paid statutory holidays	2	3.9	25	0.8
Both pro-rated vacation & holidays for part-timers	16	31.3	868	30.3
No Provision	29	56.8	902	31.5

TABLE 106:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
Provision exists but posting period not specified or cannot be determined	4	7.8	222	7.7
Posting period specified in calendar days - 7 or less days	15	29.4	452	15.7
Duration stated but not specified whether it is in working days or calendar days	8	15.6	552	19.2
Other	1	1.9	40	1.3
No Provision	23	45.0	1,597	55.7

TABLE 107:

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	2	3.9	441	15.4
75 percent or more but less than 100 percent	1	1.9	20	0.6
66 2/3 percent or more but less than 75 percent	1	1.9	80	2.7
50 percent or less	9	17.6	256	8.9
Welfare plan mentioned, but no details given	13	25.4	298	10.4
No Provision	25	49.0	1,768	61.7

TABLE 108:

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	2	3.9	456	15.9
75 percent or more but less than 100 percent	1	1.9	14	0.4
50 percent or less	1	1.9	18	0.6
Welfare plan mentioned, but no details given	1	1.9	26	0.9
No Provision	46	90.1	2,349	82.0

TABLE 109:

DENTAL PLAN (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
100 percent	2	3.9	1,056	36.8
66 2/3 percent or more but less than 75 percent	4	7.8	85	2.9
50 percent or less	3	5.8	116	4.0
Plan mentioned, but no details given	1	1.9	50	1.7
No Provision	41	80.3	1,556	54.3

TABLE 110:

WORKERS' COMPENSATION

	Agts		Emps	
	#	%	#	%
Compensation payable is the difference between workmen's compensation and regular salary	4	7.8	617	21.5
Compensation while injured employee's claim is being settled by W.C.B.	4	7.8	120	4.1
Other form of supplementary payment	2	3.9	48	1.6
No Provision	41	80.3	2,078	72.5

TABLE 111:

LIFE INSURANCE, DEATH & DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	5	9.8	1,279	44.6
More than 50 percent but less than 66 2/3 percent	1	1.9	14	0.4
50 percent or less	9	17.6	329	11.4
Percentage of employee payroll	1	1.9	400	13.9
Welfare plan mentioned, but no details given	16	31.3	448	15.6
No Provision	19	37.2	393	13.7

TABLE 112:

LIFE INSURANCE, DEATH & DISMEMBERMENT - AMOUNT OF BENEFIT

	Agts		Emps	
	#	%	#	%
$5,000 to $7,499	1	1.9	16	0.5
More than $20,000	2	3.9	46	1.6
Other	22	43.1	1,790	62.5
No Provision	26	50.9	1,011	35.3

TABLE 113:

LIFE INSURANCE - RETIREES AND/OR DEPENDENTS

	Agts		Emps	
	#	%	#	%
Plan mentioned, but no details given	2	3.9	19	0.6
No Provision	49	96.0	2,844	99.3

TABLE 114:

SICKNESS WEEKLY INDEMNITY (PERIOD OF)

	Agts		Emps	
	#	%	#	%
11 - 13 weeks	1	1.9	16	0.5
Welfare plan mentioned, but no details given	7	13.7	1,104	38.5
Other	3	5.8	86	3.0
No Provision	40	78.4	1,657	57.8

TABLE 115:

SICKNESS WEEKLY INDEMNITY (AMOUNT OF BENEFIT)

	Agts		Emps	
	#	%	#	%
50 percent - 74 percent dollars per week	4	7.8	1,050	36.6
75 percent + dollars per week	1	1.9	56	1.9
No Details	6	11.7	100	3.4
No Provision	40	78.4	1,657	57.8

TABLE 116:

PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

	Agts		Emps	
	#	%	#	%
0 - 5 days per year	3	5.8	128	4.4
6 days per year	3	5.8	1,033	36.0
7 days per year	3	5.8	24	0.8
8 days per year	1	1.9	40	1.3
9 days per year	2	3.9	103	3.5
10 days per year	7	13.7	191	6.6
12 days per year	9	17.6	169	5.9
14 days per year	1	1.9	10	0.3
16 days per year	1	1.9	110	3.8
26 - 30 days per year	4	7.8	610	21.3
No details	4	7.8	145	5.0
No Provision	13	25.4	300	10.4

TABLE 117:

ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
0 - 15 days	6	11.7	147	5.1
16 - 20 days	2	3.9	1,026	35.8
30 - 34 days	1	1.9	20	0.6
40 - 49 days	1	1.9	25	0.8
51 - 99 days	3	5.8	55	1.9
150 - 199 days	1	1.9	400	13.9
225 - 249 days	1	1.9	20	0.6
No details	8	15.6	336	11.7
Other	2	3.9	191	6.6
No Provision	26	50.9	643	22.4

TABLE 118:

LONG TERM DISABILITY (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
100 percent	1	1.9	1,000	34.9
75 percent or more but less than 100 percent	1	1.9	20	0.6
66 2/3 percent or more but less than 75 percent	1	1.9	26	0.9
More than 50 percent but less than 66 2/3 percent	1	1.9	14	0.4
50 percent or less	6	11.7	200	6.9
Welfare plan mentioned, but no details given	2	3.9	440	15.3
Other	2	3.9	191	6.6
No Provision	37	72.5	972	33.9

TABLE 119:

LONG TERM DISABILITIES - BENEFITS (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
60 percent of annual salary	1	1.9	12	0.4
61 to 69 percent of annual salary	1	1.9	20	0.6
Plan mentioned but no details given	13	25.4	1,871	65.3
No Provision	36	70.5	960	33.5

TABLE 120:

PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
50 percent or less	5	9.8	169	5.9
Flat amount	1	1.9	26	0.9
Percentage of employee payroll	1	1.9	12	0.4
Welfare plan mentioned, but no details given	12	23.5	393	13.7
No Provision	32	62.7	2,263	79.0

TABLE 121:

PRIVATE PENSION PLAN - BENEFIT (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
Percentage of employees' contributions to pension plan	1	1.9	12	0.4
Plan mentioned but no details given	18	35.2	588	20.5
No Provision	32	62.7	2,263	79.0

TABLE 122:

EARLY RETIREMENT BENEFIT

	Agts		Emps	
	#	%	#	%
Unreduced basic benefit	0	0.0	0	0.0
Reduced basic benefit	0	0.0	0	0.0
Other	1	1.9	12	0.4
No Provision	50	98.0	2,851	99.5

TABLE 123:

REIMBURSEMENT UNUSED SICK LEAVE - TERMINATION

	Agts		Emps	
	#	%	#	%
Unused sick leave accumulated is not paid	2	3.9	37	1.2
Fraction of unused sick leave is paid	1	1.9	16	0.5
No Provision	48	94.1	2,810	98.1

TABLE 124:

REIMBURSEMENT UNUSED SICK LEAVE - RETIREMENT

	Agts		Emps	
	#	%	#	%
Unused sick leave is not paid	2	3.9	41	1.4
No Provision	49	96.0	2,822	98.5

PART V:

PUBLIC ADMINISTRATION

The Public Administration sector includes industries whose SIC (Standard Industrial Classification) numbers range from 902 to 999. This group is comprised of provincial and local administration, and other (non-federal) government offices. The data in this section is based on 54 collective agreements covering some 4,443 employees.

TABLE 1:

UNION SECURITY - MEMBERSHIP

	Agts		Emps	
	#	%	#	%
Union Shop	39	72.2	1,888	42.4
Modified Union Shop	1	1.8	300	6.7
Maintenance of membership for present and future employees	1	1.8	10	0.2
Rand Formula	9	16.6	2,170	48.8
Other	2	3.7	20	0.4
No Provision	2	3.7	55	1.2

TABLE 2:

UNION SECURITY - CHECK-OFF

	Agts		Emps	
	#	%	#	%
Compulsory Check-off for all employees	47	87.0	3,700	83.2
Compulsory only for Union members	3	5.5	82	1.8
Voluntary (Whether revocable or irrevocable)	3	5.5	637	14.3
No Provision	1	1.8	24	0.5

TABLE 3:

UNION SECURITY - CROSSING THE PICKET LINES ETC.

	Agts		Emps	
	#	%	#	%
Employees have the right to refuse to cross picket lines	2	3.7	22	0.4
No Provision	52	96.2	4,421	99.5

TABLE 4:

LENGTH OF PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
Up to two months	1	1.8	7	0.1
Up to three months	10	18.5	460	10.3
Up to four months	5	9.2	371	8.3
Up to and including six months	12	22.2	512	11.5
More than six months	12	22.2	2,302	51.8
No Provision	14	25.9	791	17.8

TABLE 5:

SPECIAL SENIORITY PROVISION - SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
Special seniority provision for a limited number of employees with special skills	1	1.8	271	6.0
Special seniority for union officials	1	1.8	4	0.0
No Provision	52	96.2	4,168	93.8

TABLE 6:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
Seniority taken into account along with - ability, skill, knowledge and physical fitness	14	25.9	1,601	36.0
Straight seniority if other factors are equal or sufficient	35	64.8	2,301	51.7
No Provision	5	9.2	541	12.1

TABLE 7:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Straight Seniority	20	37.0	1,590	35.7
Seniority taken into account along with - knowledge, skills, ability, training and physical fitness	12	22.2	497	11.1
Straight seniority if other factors are equal or sufficient	17	31.4	2,272	51.1
No Provision	5	9.2	84	1.8

TABLE 8:

RETENTION OF SENIORITY DURING TERM OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	8	14.8	2,835	63.8
Seniority is retained for more than 6 months up to and including 12 months	16	29.6	375	8.4
Seniority is retained for more than 18 months up to and including 24 months	5	9.2	97	2.1
Seniority is retained for more than 24 months	1	1.8	7	0.1
Length not specified or indefinite	5	9.2	307	6.9
No Provision	19	35.1	822	18.5

TABLE 9:

RETENTION OF SENIORITY DURING ILLNESS

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	1	1.8	15	0.3
Seniority is retained for more than 6 months up to and including 12 months	1	1.8	70	1.5
Length not specified or indefinite	20	37.0	1,285	28.9
Not specified in list of circumstances under which seniority is lost	12	22.2	2,306	51.9
No Provision	20	37.0	767	17.2

TABLE 10:

SENIORITY - BUMPING

	Agts		Emps	
	#	%	#	%
Restricted right to bump	1	1.8	100	2.2
Other	1	1.8	15	0.3
No Provision	52	96.2	4,328	97.4

TABLE 11:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
One week	9	16.6	292	6.5
Two weeks	5	9.2	624	14.0
Four weeks	1	1.8	1,430	32.1
Graduated	3	5.5	337	7.5
Other	1	1.8	381	8.5
No Provision	35	64.8	1,379	31.0

TABLE 12:

RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
Straight seniority	15	27.7	1,527	34.3
Seniority taken into account along with - ability, skill knowledge and physical fitness	12	22.2	497	11.1
Straight seniority if other factors are equal or sufficient	21	38.8	2,325	52.3
No Provision	6	11.1	94	2.1

TABLE 13:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
Plant	10	18.5	871	19.6
Department	7	12.9	131	2.9
Bargaining Unit	17	31.4	1,535	34.5
Other	4	7.4	168	3.7
No Provision	16	29.6	1,738	39.1

TABLE 14:

SEVERANCE PAY AND SUB

	Agts		Emps	
	#	%	#	%
Severance pay - benefits specified in agreement (no sub)	3	5.5	1,446	32.5
No Provision	51	94.4	2,997	67.4

TABLE 15:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Less than one year service	1	1.8	381	8.5
One year	1	1.8	12	0.2
More than one year less than five years service	1	1.8	1,430	32.1
No Provision	51	94.4	2,620	58.9

TABLE 16:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RESIGNATION

	Agts		Emps	
	#	%	#	%
10 years service	1	1.8	100	2.2
No Provision	53	98.1	4,343	97.7

TABLE 17:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON RETIREMENT

	Agts		Emps	
	#	%	#	%
One year service	1	1.8	12	0.2
More than one year less than 5 years service	1	1.8	1,430	32.1
10 years service	6	11.1	831	18.7
Service requirements not mentioned	1	1.8	10	0.2
No Provision	45	83.3	2,160	48.6

TABLE 18:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (LAY-OFF)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	1	1.8	1,430	32.1
One week for each year of service	1	1.8	12	0.2
Flat amounts	1	1.8	381	8.5
No Provision	51	94.4	2,620	58.9

TABLE 19:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RESIGNATION)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	1	1.8	100	2.2
No Provision	53	98.1	4,343	97.7

TABLE 20:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
Less than one week for each year of service	5	9.2	2,250	50.6
One week for each year of service	1	1.8	12	0.2
Flat amounts	1	1.8	7	0.1
Other	1	1.8	10	0.2
No Provision	46	85.1	2,164	48.7

TABLE 21:

SEVERANCE PAYMENTS - TOTAL BENEFITS (ON LAY-OFFS)

	Agts		Emps	
	#	%	#	%
16 to 20 weeks	3	5.5	1,823	41.0
No Provision	51	94.4	2,620	58.9

TABLE 22:

SEVERANCE PAYMENTS - TOTAL BENEFITS (RETIREMENT)

	Agts		Emps	
	#	%	#	%
16 - 20 weeks	2	3.7	1,442	32.4
Flat amount	2	3.7	11	0.2
Maximum amount not specified	3	5.5	130	2.9
No Provision	47	87.0	2,860	64.3

TABLE 23:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

	Agts		Emps	
	#	%	#	%
Employee only	8	14.8	358	8.0
Union representative only	2	3.7	36	0.8
Employees with or without union representative	30	55.5	3,795	85.4
Union only	4	7.4	139	3.1
Grievance committee only	9	16.6	111	2.4
No Provision	1	1.8	4	0.0

TABLE 24:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
Number of steps in the grievance is reduced	14	25.9	2,825	63.5
Duration of delays between steps is reduced	0	0.0	0	0.0
Combination of 1 and 2	2	3.7	32	0.7
No Provision	38	70.3	1,586	35.6

TABLE 25:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
Union officials receive time off without loss of pay for grievance work during regular hours of work	16	29.6	2,429	54.6
Remuneration is for a limited number of hours only	4	7.4	723	16.2
Union officials receive time off for grievance work, but no indication if such time off is paid or unpaid	2	3.7	313	7.0
Other	4	7.4	68	1.5
No Provision	28	51.8	910	20.4

TABLE 26:

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF AGREEMENTS

	Agts		Emps	
	#	%	#	%
Compensation for total hours	5	9.2	163	3.6
Compensation limited to regular hours of work	15	27.7	2,606	58.6
Compensation is for a specific number of hours	2	3.7	398	8.9
Other	2	3.7	296	6.6
No Provision	30	55.5	980	22.0

TABLE 27:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
Specific provision for single arbitrator	6	11.1	735	16.5
Specific provision for panel / board of arbitrators	34	62.9	1,340	30.1
Provision for single or board of arbitrators	11	20.3	1,959	44.0
No Provision	3	5.5	409	9.2

TABLE 28:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
Appeal of discharge after dismissal	3	5.5	395	8.8
Re-imbursement if exonerated after suspension	30	55.5	2,750	61.8
No Provision	21	38.8	1,298	29.2

TABLE 29:

NORMAL WORK WEEK (DAYS PER WEEK) (EXCLUDING PART-TIME WORKERS)

	Agts		Emps	
	#	%	#	%
3 days per week	1	1.8	5	0.1
4 days per week	1	1.8	17	0.3
5 days per week	42	77.7	2,471	55.6
Irregular hours	7	12.9	1,887	42.4
No Provision	3	5.5	63	1.4

TABLE 30:

DAILY HOURS (REGULAR HOURS)

	Agts		Emps	
	#	%	#	%
700	2	3.7	382	8.5
800	37	68.5	1,749	39.3
900	1	1.8	5	0.1
1200	2	3.7	128	2.8
1201 +	3	5.5	44	0.9
No Provision	9	16.6	2,135	48.0

TABLE 31:

MAXIMUM HOURS PER RUN, (TRANSPORTATION)

	Agts		Emps	
	#	%	#	%
3200 and up	1	1.8	4	0.0
No Provision	53	98.1	4,439	99.9

TABLE 32:

WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
3500	3	5.5	1,823	41.0
3616 - 3729	1	1.8	1	0.0
4000	37	68.5	1,777	39.9
4001 - 4229	2	3.7	389	8.7
4500	1	1.8	5	0.1
4800	1	1.8	32	0.7
4800 +	2	3.7	12	0.2
Other	2	3.7	310	6.9
No Provision	5	9.2	94	2.1

TABLE 33:

NORMAL WEEKLY METHOD OF OPERATIONS

	Agts		Emps	
	#	%	#	%
1 shift 5 days a week	10	18.5	128	2.8
1 shift 7 days a week	5	9.2	708	15.9
2 shifts 7 days a week	2	3.7	87	1.9
3 shifts 5 days a week	1	1.8	129	2.9
3 shifts 7 days a week	21	38.8	1,398	31.4
Other	2	3.7	120	2.7
No Provision	13	24.0	1,873	42.1

TABLE 34:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
Compressed work week with stated hours	0	0.0	0	0.0
Other (e.g. experimental basis)	1	1.8	1,430	32.1
No Provision	53	98.1	3,013	67.8

TABLE 35:

OVERTIME COMPENSATION AFTER DAILY HOURS

	Agts		Emps	
	#	%	#	%
Straight time	1	1.8	32	0.7
Time and one-half	37	68.5	3,701	83.2
Time and one-half followed by double time	7	12.9	557	12.5
No Provision	9	16.6	153	3.4

TABLE 36:

OVERTIME COMPENSATION AFTER WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
Straight time	1	1.8	32	0.7
Time and one-half	30	55.5	3,218	72.4
Time and one-half followed by double time	2	3.7	91	2.0
No Provision	21	38.8	1,102	24.8

TABLE 37:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Straight time followed by time and one-half	1	1.8	15	0.3
Time and one-half	19	35.1	2,670	60.0
Double time	2	3.7	120	2.7
Other	2	3.7	16	0.3
No Provision	30	55.5	1,622	36.5

TABLE 38:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Time and one-half	3	5.5	69	1.5
Double time	27	50.0	3,514	79.0
Other	2	3.7	16	0.3
No Provision	22	40.7	844	18.9

TABLE 39:

TIME OFF IN LIEU OF OVERTIME (ALSO BANKING OF TIME OFF)

	Agts		Emps	
	#	%	#	%
Time off in lieu of overtime pay	21	38.8	2,484	55.9
No Provision	33	61.1	1,959	44.0

TABLE 40:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	2	3.7	74	1.6
Employee has the right to refuse overtime as long as he has a sufficient reason to do so	2	3.7	120	2.7
Overtime is compulsory in cases of emergency	2	3.7	1,442	32.4
Overtime mandatory - specific provision	1	1.8	600	13.5
No Provision	47	87.0	2,207	49.6

TABLE 41:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
Overtime is equitably distributed among employees on a plant-wide basis	3	5.5	69	1.5
Overtime is equitably distributed among employees within a department	3	5.5	146	3.2
Overtime is equitably distributed among employees within an occupation, and/or wage bracket, etc.	12	22.2	2,882	64.8
Overtime is equitably distributed by preference is given to senior employees	2	3.7	188	4.2
No Provision	34	62.9	1,158	26.0

TABLE 42:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
25 cents per hour	1	1.8	15	0.3
26 - 49 cents per hour	1	1.8	90	2.0
No Provision	52	96.2	4,338	97.6

TABLE 43:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
26 - 49 cents per hour	1	1.8	90	2.0
No Provision	53	98.1	4,353	97.9

TABLE 44:

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
6 - 7 cents per hour	1	1.8	25	0.5
10 cents per hour	1	1.8	7	0.1
15 cents per hour	3	5.5	76	1.7
20 cents per hour	1	1.8	128	2.8
21 - 25 cents per hour	4	7.4	166	3.7
26 - 30 cents per hour	2	3.7	900	20.2
30 + cents per hour	1	1.8	90	2.0
Other	3	5.5	1,826	41.0
No Provision	38	70.3	1,225	27.5

TABLE 45:

SHIFT PREMIUM (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
6 - 7 cents per hour	1	1.8	90	2.0
15 cents per hour	1	1.8	7	0.1
20 cents per hour	1	1.8	27	0.6
26 - 30 cents per hour	4	7.4	1,157	26.0
30 + cents per hour	2	3.7	30	0.6
No Provision	45	83.3	3,132	70.4

TABLE 46:

PREMIUM OR PAY FOR HAZARDOUS, DANGEROUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
Premium pay for hazardous work	2	3.7	627	14.1
Premium pay for dirty work	1	1.8	300	6.7
Combination of 1 and 2	1	1.8	90	2.0
No Provision	50	92.5	3,426	77.1

TABLE 47:

AMOUNT OF PREMIUM PAY FOR HAZARDOUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
21 - 25 cents per hour	1	1.8	300	6.7
26 - 30 cents per hour	1	1.8	600	13.5
No Provision	52	96.2	3,543	79.7

TABLE 48:

PREMIUM RATES FOR WORK ON PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
Straight time	6	11.1	120	2.7
Time and one-half	9	16.6	1,239	27.8
Time and one-half followed by double time	3	5.5	63	1.4
Double time	19	35.1	623	14.0
Other	5	9.2	1,840	41.4
No Provision	12	22.2	558	12.5

TABLE 49:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
Regular rate of employee	1	1.8	25	0.5
New rate or regular rate of the employee - whichever greater	21	38.8	3,602	81.0
Rate of new occupation	7	12.9	214	4.8
Other	5	9.2	125	2.8
No Provision	20	37.0	477	10.7

TABLE 50:

GUARANTEED EMPLOYMENT OR EARNINGS

	Agts		Emps	
	#	%	#	%
Guaranteed on a weekly basis	0	0.0	0	0.0
Guaranteed on a monthly basis	0	0.0	0	0.0
Guaranteed on an annual basis	0	0.0	0	0.0
Other	2	3.7	729	16.4
No Provision	52	96.2	3,714	83.5

TABLE 51:

REPORTING PAY GUARANTEED

	Agts		Emps	
	#	%	#	%
Three hours of work or pay	1	1.8	100	2.2
Four hours of work or pay	1	1.8	4	0.0
Other	1	1.8	15	0.3
No Provision	51	94.4	4,324	97.3

TABLE 52:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for two hours	2	3.7	80	1.8
Straight time for four hours	2	3.7	257	5.7
Time and 1/2 for two hours	1	1.8	27	0.6
Time and 1/2 for three hours	6	11.1	354	7.9
Time and 1/2 for four hours	6	11.1	176	3.9
Double time for two hours	1	1.8	25	0.5

TABLE 52:

CALL - IN (BACK) PAY GUARANTEE (CONT'D)

	Agts		Emps	
	#	%	#	%
Double time for three hours	2	3.7	9	0.2
Double time for four hours	1	1.8	7	0.1
Straight time for three hours or applicable overtime rate, whichever the greater	2	3.7	9	0.2
Straight time for four hours or 1 1/2, whichever the greater	3	5.5	93	2.0
Straight time for four hours or double time, whichever the greater	4	7.4	1,859	41.8
Straight time for four hours or applicable overtime rate, whichever the greater	1	1.8	40	0.9
One and one-half for three hours or applicable overtime rate, whichever the greater	7	12.9	1,048	23.5
One and one-half for four hours or applicable overtime rate, whichever the greater	7	12.9	338	7.6
All Other	1	1.8	15	0.3
No Provision	8	14.8	106	2.3

TABLE 53:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
Four hours pay or less	4	7.4	179	4.0
Flat amount per hour or by day	3	5.5	688	15.4
Percentage of hourly rate	1	1.8	4	0.0
Other	1	1.8	1,430	32.1
No Provision	45	83.3	2,142	48.2

TABLE 54:

COST OF LIVING PROVISION (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
Provision exists	2	3.7	120	2.7
No Provision	52	96.2	4,323	97.2

TABLE 55:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
Annually	2	3.7	120	2.7
No Provision	52	96.2	4,323	97.2

TABLE 56:

METHOD OF CALCULATING COLA RATE OF PAYMENT

	Agts		Emps	
	#	%	#	%
Percentage increases in wages per percent increase in index	2	3.7	120	2.7
No Provision	52	96.2	4,323	97.2

TABLE 57:

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER

	Agts		Emps	
	#	%	#	%
Full compensation for time lost (Weather conditions)	1	1.8	15	0.3
Other	3	5.5	740	16.6
No Provision	50	92.5	3,688	83.0

TABLE 58:

TRAVEL ALLOWANCES OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
Paid travel time	1	1.8	10	0.2
Paid travel allowance or transportation	3	5.5	1,855	41.7
No Provision	50	92.5	2,578	58.0

TABLE 59:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
Paid travel allowance or transportation	1	1.8	381	8.5
No Provision	53	98.1	4,062	91.4

TABLE 60:

TRAVEL ALLOWANCE OR TRANSPORTATION SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
Paid travel allowance or transportation	2	3.7	1,445	32.5
No Provision	52	96.2	2,998	67.4

TABLE 61:

TRAVEL ALLOWANCE/TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
Daily allowance	0	0.0	0	0.0
Monthly allowance	0	0.0	0	0.0
Annual allowance	0	0.0	0	0.0
Transportation allowance	5	9.2	403	9.0
Any combination of 2, 3 and 4	4	7.4	1,893	42.6
No Provision	45	83.3	2,147	48.3

TABLE 62:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
8 days	2	3.7	21	0.4
9 days	5	9.2	74	1.6
9 1/2 days	3	5.5	39	0.8
10 days	14	25.9	200	4.5
10 1/2 days	2	3.7	257	5.7
11 days	11	20.3	2,883	64.8
11 1/2 days	1	1.8	381	8.5
12 days	10	18.5	370	8.3
13 days	2	3.7	36	0.8
16 days	1	1.8	32	0.7
Other	1	1.8	5	0.1
No Provision	2	3.7	145	3.2

TABLE 63:

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

	Agts		Emps	
	#	%	#	%
2 months	1	1.8	70	1.5
No Provision	53	98.1	4,373	98.4

TABLE 64:

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

	Agts		Emps	
	#	%	#	%
Employee must have worked the last scheduled working day before	1	1.8	600	13.5
Employee must have worked both the last working day before and the next working day after	16	29.6	2,696	60.6
Other	1	1.8	15	0.3
No Provision	36	66.6	1,132	25.4

TABLE 65:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	9	16.6	1,906	42.8
Working day off or extra's day pay	8	14.8	663	14.9
Observe on following Monday or day proclaimed by Government	10	18.5	1,055	23.7
No Provision	27	50.0	819	18.4

TABLE 66:

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	10	18.5	1,921	43.2
Working day off or extra's day pay	8	14.8	663	14.9
Observe on following Monday or day proclaimed by Government	7	12.9	944	21.2
No Provision	29	53.7	915	20.5

TABLE 67:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
Any provision conferring any right for the employee to select his vacation	34	62.9	2,383	53.6
No Provision	20	37.0	2,060	46.3

TABLE 68:

PAID VACATION (TWO WEEKS)

	Agts		Emps	
	#	%	#	%
One year	24	44.4	1,070	24.0
Less than 1 year	7	12.9	885	19.9
No Provision	23	42.5	2,488	55.9

TABLE 69:

PAID VACATION (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
One year	22	40.7	2,193	49.3
Two years	5	9.2	448	10.0
Three years	7	12.9	416	9.3
Four years	2	3.7	298	6.7
Five years	11	20.3	862	19.4
Six years	1	1.8	7	0.1
Seven years	1	1.8	15	0.3
Eleven years	1	1.8	7	0.1
Less than 1 year	2	3.7	54	1.2
No Provision	2	3.7	143	3.2

TABLE 70:

PAID VACATIONS (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
One year	2	3.7	160	3.6
Four years	1	1.8	32	0.7
Five years	6	11.1	91	2.0
Eight years	1	1.8	40	0.9
Nine years	2	3.7	48	1.0
Ten years	13	24.0	2,135	48.0
Eleven years	2	3.7	120	2.7
Twelve years	8	14.8	1,011	22.7
Thirteen years	1	1.8	15	0.3
Fourteen years	2	3.7	14	0.3
Fifteen years	11	20.3	438	9.8
Seventeen years	1	1.8	25	0.5
Twenty years	1	1.8	271	6.0
No Provision	3	5.5	43	0.9

TABLE 71:

PAID VACATIONS (FIVE WEEKS)

	Agts		Emps	
	#	%	#	%
Twelve years	4	7.4	32	0.7
Fifteen years	4	7.4	302	6.7
Eighteen years	3	5.5	1,489	33.5
Nineteen years	3	5.5	501	11.2
Twenty years	13	24.0	1,449	32.6
Twenty-five years	5	9.2	48	1.0
No Provision	22	40.7	622	13.9

TABLE 72:

PAID VACATION (SIX WEEKS)

	Agts		Emps	
	#	%	#	%
Twenty years	1	1.8	100	2.2
Twenty-eight years	2	3.7	120	2.7
Twenty-nine years	1	1.8	300	6.7
Thirty years	1	1.8	600	13.5
No Provision	49	90.7	3,323	74.7

TABLE 73:

PAID VACATION MORE THAN SIX WEEKS

	Agts		Emps	
	#	%	#	%
Provision for 7 weeks vacation	1	1.8	600	13.5
No Provision	53	98.1	3,843	86.4

TABLE 74:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
With limit	3	5.5	1,818	40.9
Carry-over specifically prohibited	6	11.1	135	3.0
No Provision	45	83.3	2,490	56.0

TABLE 75:

EXTENDED VACATION IF TAKEN AT CERTAIN TIME(S) OF YEAR

	Agts		Emps	
	#	%	#	%
Vacation extended by one week or less	2	3.7	14	0.3
Extension varies according to seniority or number of week's vacation to which an employee is entitled	1	1.8	100	2.2
No Provision	51	94.4	4,329	97.4

TABLE 76:

EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE

	Agts		Emps	
	#	%	#	%
Extended after completion of ten years of service	2	3.7	24	0.5
Extended after fifteen years of service	3	5.5	20	0.4
Extended after twenty years of service	1	1.8	40	0.9
No Provision	48	88.8	4,359	98.1

TABLE 77:

PRE-RETIREMENT VACATION

	Agts		Emps	
	#	%	#	%
Pre-retirement vacation in last year of employment only	0	0.0	0	0.0
Eligible to pre-retirement vacation plan only if he has completed a certain number of years of continuous service	2	3.7	571	12.8
Combination of 1 and 3	2	3.7	120	2.7
No Provision	50	92.5	3,752	84.4

TABLE 78:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
Provision for vacation bonus	1	1.8	35	0.7
Provision for year-end bonus or Christmas bonus	4	7.4	620	13.9
No Provision	49	90.7	3,788	85.2

TABLE 79:

STATUTORY HOLIDAY FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
Extra days pay	0	0.0	0	0.0
Another working day off with pay	25	46.2	2,207	49.6
Either 1 or 2	13	24.0	304	6.8
No Provision	16	29.6	1,932	43.4

TABLE 80:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILIY

	Agts		Emps	
	#	%	#	%
1 day	1	1.8	5	0.1
3 days	39	72.2	2,199	49.4
4 days	5	9.2	207	4.6
5 days	5	9.2	1,842	41.4
Other	3	5.5	166	3.7
No Provision	1	1.8	24	0.5

TABLE 81:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
1 day	27	50.0	3,632	81.7
2 days	1	1.8	5	0.1
3 days	1	1.8	35	0.7
Other	3	5.5	375	8.4
No Provision	22	40.7	396	8.9

TABLE 82:

PAID LEAVE OF ABSENCE - MARRIAGE

	Agts		Emps	
	#	%	#	%
1 day	1	1.8	40	0.9
2 days	1	1.8	12	0.2
No Provision	52	96.2	4,391	98.8

TABLE 83:

PAID LEAVE OF ABSENCE - CHILDBIRTH (PATERNAL LEAVE)

	Agts		Emps	
	#	%	#	%
1 day	6	11.1	2,759	62.0
2 days	3	5.5	132	2.9
No Provision	45	83.3	1,552	34.9

TABLE 84:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
2 days	2	3.7	120	2.7
5 days	2	3.7	1,811	40.7
Other	1	1.8	12	0.2
No Provision	49	90.7	2,500	56.2

TABLE 85:

PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	2	3.7	900	20.2
Employee receives the difference between regular pay and jury pay	14	25.9	2,432	54.7
Other	7	12.9	158	3.5
No Provision	31	57.4	953	21.4

TABLE 86:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	4	7.4	424	9.5
Employee receives a percentage of regular pay	1	1.8	600	13.5
Provision exists, but no mention whether leave is paid or unpaid	2	3.7	42	0.9
Unpaid leave of absence	1	1.8	100	2.2
Other	4	7.4	1,792	40.3
No Provision	42	77.7	1,485	33.4

TABLE 87:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
Provision for unpaid leave of absence	22	40.7	1,142	25.7
Provision for paid leave of absence (whole or in part)	20	37.0	2,472	55.6
Provision for leave, but no mention if paid or not	1	1.8	5	0.1
Other	1	1.8	5	0.1
No Provision	10	18.5	819	18.4

TABLE 88:

MEAL ALLOWANCES (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
Meal allowance	7	12.9	862	19.4
Paid meal period	4	7.4	187	4.2
Combination	2	3.7	1,445	32.5
No Provision	41	75.9	1,949	43.8

TABLE 89:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
5 minutes before end of shift	0	0.0	0	0.0
5 minutes before mid-shift meal period	0	0.0	0	0.0
Combination of 1 and 2	7	12.9	242	5.4
Other - including time not specified	1	1.8	381	8.5
No Provision	46	85.1	3,820	85.9

TABLE 90:

REST PERIOD

	Agts		Emps	
	#	%	#	%
Twice a day, 20 minutes in total	2	3.7	650	14.6
Twice a day, 30 minutes in total	5	9.2	2,119	47.6
No Provision	47	87.0	1,674	37.6

TABLE 91:

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Employer pays all cost	0	0.0	0	0.0
Employer pays percentage of cost with maximum specified	0	0.0	0	0.0
Other	1	1.8	1,430	32.1
No Provision	53	98.1	3,013	67.8

TABLE 92:

CLOTHING AND UNIFORMS (EXCLUDES PROTECTIVE SAFETY CLOTHING)

	Agts		Emps	
	#	%	#	%
Work clothing and uniform provided by employer at no cost to employee	36	66.6	2,179	49.0
Work clothing and uniform provided by employer at some cost to employee	3	5.5	144	3.2
Employee receives allowance for the purchase of work clothing (includes replacement)	1	1.8	4	0.0
Other	3	5.5	137	3.0
No Provision	11	20.3	1,979	44.5

TABLE 93:

TOOLS

	Agts		Emps	
	#	%	#	%
Tools provided at no cost to the employee	3	5.5	51	1.1
Tools provided at some cost to the employee	1	1.8	15	0.3
Cash allowance	1	1.8	25	0.5
No Provision	49	90.7	4,352	97.9

TABLE 94:

SAFETY EQUIPMENT

	Agts		Emps	
	#	%	#	%
Safety equipment provided at no cost to the employee	19	35.1	2,823	63.5
Safety equipment provided at some cost to the employee	3	5.5	53	1.1
Safety equipment provided and maintained at no cost	1	1.8	15	0.3
Other	1	1.8	15	0.3
No Provision	30	55.5	1,537	34.5

TABLE 95:

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Specific provision for training on the job	5	9.2	355	7.9
Apprenticeship program	2	3.7	257	5.7
Tuition/financial assistance (Ed'n)	5	9.2	426	9.5
Other	4	7.4	68	1.5
No Provision	38	70.3	3,337	75.1

TABLE 96:

INDUSTRIAL SAFETY

	Agts		Emps	
	#	%	#	%
Provision exists for safety	4	7.4	1,840	41.4
Safety Committee	3	5.5	137	3.0
Combination of 1 and 2	7	12.9	983	22.1
No Provision	40	74.0	1,483	33.3

TABLE 97:

REHABILITATION PROGRAMS (ALCOHOLISM/DRUGS)

	Agts		Emps	
	#	%	#	%
Provision	7	12.9	1,867	42.0
No Provision	47	87.0	2,576	57.9

TABLE 98:

LEGAL PROTECTION - WORK RELATED ACTION

	Agts		Emps	
	#	%	#	%
Legal defence provided (3rd party action)	8	14.8	156	3.5
No Provision	46	85.1	4,287	96.4

TABLE 99:

LONGEVITY PAY

	Agts		Emps	
	#	%	#	%
$101.00 - $250.00 per year	1	1.8	25	0.5
$250.00 or more	3	5.5	64	1.4
Other	4	7.4	204	4.5
No Provision	46	85.1	4,150	93.4

TABLE 100:

WOMEN - MATERNITY LEAVE (SENIORITY)

	Agts		Emps	
	#	%	#	%
Seniority retained	3	5.5	2,111	47.5
Seniority accumulated	1	1.8	30	0.6
No Provision	50	92.5	2,302	51.8

TABLE 101:

WOMEN - MATERNITY LEAVE (PAY)

	Agts		Emps	
	#	%	#	%
Leave of absence with loss of pay	4	7.4	2,141	48.1
Leave of absence - use of sick leave (with or without specified maximum)	1	1.8	12	0.2
No Provision	49	90.7	2,290	51.5

TABLE 102:

WOMAN - MATERNITY LEAVE TIME LIMITATION BEFORE & AFTER BIRTH DATE

	Agts		Emps	
	#	%	#	%
3 months	1	1.8	30	0.6
5 months	4	7.4	2,123	47.7
No Provision	49	90.7	2,290	51.5

TABLE 103:

ADVANCE NOTICE AND/OR CONSULTATION PRIOR TO INTRO OF TECH. CHANGES

	Agts		Emps	
	#	%	#	%
Provision for less than 3 months	2	3.7	130	2.9
Provision for 3 to 6 months	3	5.5	1,000	22.5
Other	3	5.5	1,687	37.9
No Provision	46	85.1	1,626	36.5

TABLE 104:

TRAINING OR RETRAINING (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Displaced employees provided with on-the-job training opportunity on new equipment	2	3.7	52	1.1
Displaced employees provided with on-the-job training opportunity for other job	2	3.7	900	20.2
No Provision	50	92.5	3,491	78.5

TABLE 105:

EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Some form of wage or employment quarantee due to technological change (other than S.U.B. or severance pay)	3	5.5	790	17.7
No Provision	51	94.4	3,653	82.2

TABLE 106:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
Moonlighting permitted (no moonlighting if such work interfers with regular work of employee)	1	1.8	5	0.1
No Provision	53	98.1	4,438	99.8

TABLE 107:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
Contracting out permitted	3	5.5	261	5.8
Contracting out prohibited	5	9.2	193	4.3
Employer cannot contract out work which will lead to lay-offs or failure to recall members of bargaining unit	9	16.6	223	5.0
Other	3	5.5	125	2.8
No Provision	34	62.9	3,641	81.9

TABLE 108:

REOPENER CLAUSE

	Agts		Emps	
	#	%	#	%
Wage reopener	1	1.8	300	6.7
Both wages and working conditions reopener	4	7.4	1,936	43.5
No Provision	49	90.7	2,207	49.6

TABLE 109:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs if available	10	18.5	573	12.8
No Provision	44	81.4	3,870	87.1

TABLE 110:

LABOUR - MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
Provision exists i.e. industrial relations issues	42	77.7	3,676	82.7
No Provision	12	22.2	767	17.2

TABLE 111:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
General statement of management rights	16	29.6	278	6.2
Enumerated list of management rights residual with management	31	57.4	3,630	81.7
Enumerated list of management rights residual rights silent	1	1.8	15	0.3
No Provision	6	11.1	520	11.7

TABLE 112:

DEATH BENEFITS

	Agts		Emps	
	#	%	#	%
51 - 75 percent of yearly salary	1	1.8	118	2.6
Plan mentioned - no details given	1	1.8	42	0.9
Other	1	1.8	1,430	32.1
No Provision	51	94.4	2,853	64.2

TABLE 113:

DEATH EXPENSES

	Agts		Emps	
	#	%	#	%
$500.00 - $999.00	1	1.8	118	2.6
No Provision	53	98.1	4,325	97.3

TABLE 114:

ADMINISTRATION OF PENSION PLAN

	Agts		Emps	
	#	%	#	%
Trustee (either individual or corporate) or insurance co.	1	1.8	42	0.9
No Provision	53	98.1	4,401	99.0

TABLE 115:

NORMAL WORK WEEK (DAYS PER WEEK), (PART-TIME WORKERS ONLY)

	Agts		Emps	
	#	%	#	%
Irregular hours	2	3.7	144	3.2
No Provision	52	96.2	4,299	96.7

TABLE 116:

PART-TIME EMPLOYEES - DAILY HOURS

	Agts		Emps	
	#	%	#	%
001 - 300 hours	0	0.0	0	0.0
301 - 329 hours	0	0.0	0	0.0
500 - 559 hours	0	0.0	0	0.0
Other (including irregular)	2	3.7	144	3.2
No Provision	52	96.2	4,299	96.7

TABLE 117:

PART-TIME EMPLOYEES - WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
0001 - 1500 hours	0	0.0	0	0.0
2456 - 2955 hours	0	0.0	0	0.0
30 + hours	0	0.0	0	0.0
Other (including irregular)	2	3.7	144	3.2
No Provision	52	96.2	4,299	96.7

TABLE 118:

PART-TIME EMPLOYEES (HEALTH & WELFARE, SICK LEAVE, PENSION PLANS)

	Agts		Emps	
	#	%	#	%
Provision for health & welfare benefits	1	1.8	15	0.3
Provision for pension benefits	0	0.0	0	0.0
Provision for sick leave benefits	1	1.8	44	0.9
Combination of 2 and 3	1	1.8	4	0.0
Combination of 1, 2 and 3	3	5.5	158	3.5
No Provision	48	88.8	4,222	95.0

TABLE 119:

PART-TIME EMPLOYEES (VACATIONS & HOLIDAYS)

	Agts		Emps	
	#	%	#	%
Pro-rated vacation for part-timers	2	3.7	47	1.0
Both pro-rated vacation & holidays for part-timers	4	7.4	172	3.8
No Provision	48	88.8	4,224	95.0

TABLE 120:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
Provision exists but posting period not specified or cannot be determined	7	12.9	1,917	43.1
Posting period specified in calendar days more than 7 days but less than 15 days	2	3.7	257	5.7
Posting period specified in working days - 7 or less days	6	11.1	197	4.4
Duration stated but not specified whether it is in working days or calendar days	23	42.5	1,412	31.7
No Provision	16	29.6	660	14.8

TABLE 121:

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	2	3.7	19	0.4
More than 50 percent but less than 66 2/3 percent	2	3.7	38	0.8
50 percent or less	22	40.7	901	20.2
Welfare plan mentioned, but no details given	3	5.5	1,725	38.8
Other	1	1.8	15	0.3
No Provision	24	44.4	1,745	39.2

TABLE 122:

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
50 percent or less	4	7.4	409	9.2
Welfare plan mentioned, but no details given	4	7.4	66	1.4
No Provision	46	85.1	3,968	89.3

TABLE 123:

DENTAL PLAN (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
50 percent or less	4	7.4	29	0.6
No Provision	50	92.5	4,414	99.3

TABLE 124:

WORKERS' COMPENSATION

	Agts		Emps	
	#	%	#	%
Compensation payable is the difference between workmen's compensation and regular salary	28	51.8	3,230	72.6
Compensation while injured employee's claim is being settled by W.C.B.	2	3.7	25	0.5
Other form of supplementary payment	2	3.7	46	1.0
Other	3	5.5	149	3.3
No Provision	19	35.1	993	22.3

TABLE 125:

LIFE INSURANCE, DEATH & DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	4	7.4	46	1.0
More than 50 percent but less than 66 2/3 percent	2	3.7	43	0.9
50 percent or less	22	40.7	1,181	26.5
Welfare plan mentioned, but no details given	9	16.6	1,915	43.1
No Provision	17	31.4	1,258	28.3

TABLE 126:

LIFE INSURANCE, DEATH & DISMEMBERMENT - AMOUNT OF BENEFIT

	Agts		Emps	
	#	%	#	%
$5,000 to $7,499	1	1.8	40	0.9
$15,000	2	3.7	34	0.7
Other	25	46.2	1,525	34.3
No Provision	26	48.1	2,844	64.0

TABLE 127:

SICKNESS WEEKLY INDEMNITY (PERIOD OF)

	Agts		Emps	
	#	%	#	%
26 weeks	1	1.8	15	0.3
48 - 51 weeks	1	1.8	100	2.2
No Provision	52	96.2	4,328	97.4

TABLE 128:

SICKNESS WEEKLY INDEMNITY (AMOUNT OF BENEFIT)

	Agts		Emps	
	#	%	#	%
30 - 39 dollars per week	1	1.8	15	0.3
Other	1	1.8	100	2.2
No Provision	52	96.2	4,328	97.4

TABLE 129:

PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

	Agts		Emps	
	#	%	#	%
12 days per year	4	7.4	84	1.8
15 days per year	3	5.5	28	0.6
18 days per year	25	46.2	1,787	40.2
20 days per year	4	7.4	27	0.6
21 days per year	1	1.8	20	0.4
24 days per year	2	3.7	9	0.2
26 - 30 days per year	6	11.1	2,089	47.0
31 - 40 days per year	1	1.8	32	0.7
41 - 49 days per year	1	1.8	27	0.6
No details	2	3.7	59	1.3
Other	1	1.8	118	2.6
No Provision	4	7.4	163	3.6

TABLE 130:

ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
30 - 34 days	1	1.8	4	0.0
50 days	3	5.5	20	0.4
51 - 99 days	2	3.7	61	1.3
100 - 149 days	12	22.2	211	4.7
150 - 199 days	18	33.3	1,490	33.5
200 days	1	1.8	15	0.3
250 + days	7	12.9	2,203	49.5
No details	3	5.5	111	2.4
Other	1	1.8	100	2.2
No Provision	6	11.1	228	5.1

TABLE 131:

LONG TERM DISABILITY (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
More than 50 percent but less than 66 2/3 percent	1	1.8	24	0.5
50 percent or less	7	12.9	408	9.1
Welfare plan mentioned, but no details given	1	1.8	20	0.4
No Provision	45	83.3	3,991	89.8

TABLE 132:

LONG TERM DISABILITIES - BENEFITS (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
176 + dollars per week	1	1.8	24	0.5
50 percent of annual salary	1	1.8	50	1.1
61 to 69 percent of annual salary	1	1.8	10	0.2
Plan mentioned but no details given	6	11.1	409	9.2
No Provision	45	83.3	3,950	88.9

TABLE 133:

PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	1	1.8	12	0.2
50 percent or less	6	11.1	271	6.0
Flat amount	2	3.7	48	1.0
Percentage of employee payroll	5	9.2	67	1.5
Welfare plan mentioned, but no details given	19	35.1	2,317	52.1
Other	1	1.8	7	0.1
No Provision	20	37.0	1,721	38.7

TABLE 134:

PRIVATE PENSION PLAN - BENEFIT (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
4 percent or more but less than 5 percent earnings on which contributions are based	1	1.8	14	0.3
Percentage of employees' contributions to pension plan	1	1.8	5	0.1
Plan mentioned but no details given	28	51.8	2,183	49.1
Other	2	3.7	423	9.5
No Provision	22	40.7	1,818	40.9

TABLE 135:

REIMBURSEMENT UNUSED SICK LEAVE - TERMINATION

	Agts		Emps	
	#	%	#	%
Fraction of unused sick leave is paid	8	14.8	254	5.7
No Provision	46	85.1	4,189	94.2

TABLE 136:

REIMBURSEMENT UNUSED SICK LEAVE - RETIREMENT

	Agts		Emps	
	#	%	#	%
All unused sick leave is paid	2	3.7	140	3.1
Percentage of unused sick leave is paid	9	16.6	350	7.8
Other	1	1.8	118	2.6
No Provision	42	77.7	3,835	86.3

PART VI:

TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES

The Transportation sector includes industries whose SIC (Standard Industrial Classification) numbers range from 501 to 579. This group is comprised of industries who offer services in the fields of transportation (air, railway, water, bus, taxi-cab, truck) storage, communication (radio, telephone, television) and utilities (electric power, gas, water). The data in this section is based on 22 collective agreements covering some 4,671 employees.

TABLE 1:

UNION SECURITY - MEMBERSHIP

	Agts		Emps	
	#	%	#	%
Union Shop	9	40.9	470	10.0
Modified Union Shop	4	18.2	1,459	31.2
Maintenance of membership for present and future employees	1	4.5	15	0.3
Rand Formula	4	18.2	1,029	22.0
No Provision	4	18.2	1,698	36.3

TABLE 2:

UNION SECURITY - CHECK-OFF

	Agts		Emps	
	#	%	#	%
Compulsory Check-off for all employees	15	68.2	4,512	96.5
Compulsory only for Union members	1	4.5	4	0.0
Voluntary (Whether revocable or irrevocable)	3	13.4	52	1.1
Voluntary for old employees, compulsory for new	3	13.4	103	2.2

TABLE 3:

UNION SECURITY - CROSSING THE PICKET LINES ETC.

	Agts		Emps	
	#	%	#	%
Employees have the right to refuse to cross picket lines	3	13.4	25	0.5
No Provision	19	86.4	4,646	99.4

TABLE 4:

LENGTH OF PROBATIONARY PERIOD AFTER HIRING

	Agts		Emps	
	#	%	#	%
One month or less	2	9.1	90	1.9
Up to two months	6	27.3	94	2.0
Up to three months	7	31.8	2,791	59.7
Up to four months	2	9.1	31	0.6
Up to and including six months	2	9.1	1,555	33.2
No Provision	3	13.4	110	2.3

TABLE 5:

SPECIAL SENIORITY PROVISION - SPECIAL SKILLS AND/OR UNION OFFICIALS

	Agts		Emps	
	#	%	#	%
Special seniority provision for a limited number of employees with special skills	1	4.5	240	5.1
No Provision	21	95.5	4,431	94.8

TABLE 6:

SENIORITY ON PROMOTION

	Agts		Emps	
	#	%	#	%
Seniority taken into account along with - ability, skill, knowledge and physical fitness	4	18.2	1,275	27.2
Straight seniority if other factors are equal or sufficient	12	54.5	3,265	69.8
No Provision	6	27.3	131	2.8

TABLE 7:

SENIORITY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
Straight Seniority	2	9.1	1,600	34.2
Seniority taken into account along with - knowledge, skills, ability, training and physical fitness	3	13.4	275	5.8
Straight seniority if other factors are equal or sufficient	13	59.1	2,724	58.2
No Provision	4	18.2	72	1.5

TABLE 8:

RETENTION OF SENIORITY DURING TERM OF LAY-OFF

	Agts		Emps	
	#	%	#	%
Seniority is retained for period of up to and including 6 months	5	22.7	97	2.0
Seniority is retained for more than 6 months up to and including 12 months	7	31.8	2,414	51.7
Seniority is retained for more than 18 months up to and including 24 months	3	13.4	1,700	36.3
No Provision	7	31.8	460	9.8

TABLE 9:

RETENTION OF SENIORITY DURING ILLNESS

	Agts		Emps	
	#	%	#	%
Seniority is retained for more than 6 months up to and including 12 months	2	9.1	1,195	25.5
Seniority is retained for more than 12 months up to and including 18 months	1	4.5	16	0.3
Length not specified or indefinite	2	9.1	1,040	22.2
Not specified in list of circumstances under which seniority is lost	6	27.3	1,564	33.4
Other	1	4.5	28	0.5
No Provision	10	45.5	828	17.7

TABLE 10:

SENIORITY - BUMPING

	Agts		Emps	
	#	%	#	%
Restricted right to bump	3	13.4	2,015	43.1
No Provision	19	86.4	2,656	56.8

TABLE 11:

NOTICE OF LAY-OFF

	Agts		Emps	
	#	%	#	%
One week	1	4.5	5	0.1
Graduated	1	4.5	955	20.4
No Provision	20	90.9	3,711	79.4

TABLE 12:

RECALL PROCEDURE

	Agts		Emps	
	#	%	#	%
Straight seniority	4	18.2	2,567	54.9
Seniority taken into account along with - ability, skill knowledge and physical fitness	1	4.5	20	0.4
Straight seniority if other factors are equal or sufficient	11	50.0	1,947	41.6
No Provision	6	27.3	137	2.9

TABLE 13:

BASIS OF SENIORITY

	Agts		Emps	
	#	%	#	%
Plant	3	13.6	315	6.7
Bargaining Unit	3	13.6	3,355	71.7
Other	3	13.6	121	2.5
No Provision	13	59.1	880	18.8

TABLE 14:

SEVERANCE PAY AND SUB

	Agts		Emps	
	#	%	#	%
Severance pay - benefits specified in agreement (no sub)	1	4.5	955	20.4
No Provision	21	95.5	3,716	79.5

TABLE 15:

ELIGIBILITY REQUIREMENTS FOR SEVERANCE PAY ON LAY-OFF

	Agts		Emps	
	#	%	#	%
More than one year less than five years service	1	4.5	955	20.4
No Provision	21	95.5	3,716	79.5

TABLE 16:

SEVERANCE PAYMENTS - RATE OF PAYMENTS OF BENEFITS (LAY-OFF)

	Agts		Emps	
	#	%	#	%
Up to 2 weeks for each year of service	1	4.5	955	20.4
No Provision	21	95.5	3,716	79.5

TABLE 17:

SEVERANCE PAYMENTS - TOTAL BENEFITS (ON LAY-OFFS)

	Agts		Emps	
	#	%	#	%
31 to 52 weeks	1	4.5	955	20.4
No Provision	21	95.5	3,716	79.5

TABLE 18:

EMPLOYEE GRIEVANCE - INITIAL PRESENTATION

	Agts		Emps	
	#	%	#	%
Employees with or without union representative	19	86.4	4,627	99.0
Grievance committee only	1	4.5	19	0.4
No Provision	2	9.1	25	0.5

TABLE 19:

SPECIAL GRIEVANCE PROCEDURE IN DISCIPLINARY OR DISMISSAL CASES

	Agts		Emps	
	#	%	#	%
Number of steps in the grievance is reduced	5	22.7	210	4.4
Other	1	4.5	40	0.8
No Provision	16	72.7	4,421	94.6

TABLE 20:

COMPENSATION FOR GRIEVANCE WORK

	Agts		Emps	
	#	%	#	%
Union officials receive time off without loss of pay for grievance work during regular hours of work	9	40.9	2,875	61.5
Remuneration is for a limited number of hours only	1	4.5	1,400	29.9
Other	1	4.5	5	0.1
No Provision	11	50.0	391	8.4

TABLE 21:

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF AGREEMENTS

	Agts		Emps	
	#	%	#	%
Compensation for total hours	1	4.5	5	0.1
Compensation limited to regular hours of work	4	18.2	1,619	34.6
Other	3	13.6	1,645	35.2
No Provision	14	63.6	1,402	30.0

TABLE 22:

ARBITRATION - NUMBER OF ARBITRATORS

	Agts		Emps	
	#	%	#	%
Specific provision for single arbitrator	9	40.9	2,819	60.3
Specific provision for panel / board of arbitrators	4	18.2	125	2.6
Provision for single or board of arbitrators	9	40.9	1,727	36.9

TABLE 23:

GRIEVANCE COMPLAINANT'S STATUS

	Agts		Emps	
	#	%	#	%
Appeal of discharge after dismissal	2	9.1	9	0.1
Re-imbursement if exonerated after suspension	9	40.9	1,459	31.2
No Provision	11	50.0	3,203	68.5

TABLE 24:

NORMAL WORK WEEK (DAYS PER WEEK) (EXCLUDING PART-TIME WORKERS)

	Agts		Emps	
	#	%	#	%
5 days per week	17	77.3	4,544	97.2
6 days per week	1	4.5	40	0.8
No Provision	4	18.2	87	1.9

TABLE 25:

DAILY HOURS (REGULAR HOURS)

	Agts		Emps	
	#	%	#	%
730	2	9.1	1,955	41.8
800	14	63.6	2,564	54.8
830	1	4.5	5	0.1
900	2	9.1	87	1.8
No Provision	3	13.6	60	1.3

TABLE 26:

MAXIMUM HOURS PER RUN, (TRANSPORTATION)

	Agts		Emps	
	#	%	#	%
0008 - 0859 hours & minutes per run - per day	1	4.5	40	0.8
No Provision	21	95.5	4,631	99.1

TABLE 27:

WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
3730	2	9.1	1,955	41.8
4000	12	54.5	2,497	53.4
4230	1	4.5	5	0.1
4500	2	9.1	87	1.8
4800	2	9.1	52	1.1
No Provision	3	13.6	75	1.6

TABLE 28:

NORMAL WEEKLY METHOD OF OPERATIONS

	Agts		Emps	
	#	%	#	%
1 shift 5 days a week	6	27.3	156	3.3
1 shift 6 days a week	1	4.5	40	0.8
3 shifts 5 days a week	1	4.5	5	0.1
3 shifts 7 days a week	6	27.3	2,911	62.2
No Provision	8	36.4	1,559	33.4

TABLE 29:

FLEXIBLE WORKING HOURS

	Agts		Emps	
	#	%	#	%
Short work week in part of the operation	1	4.5	1,000	21.3
Other (e.g. experimental basis)	1	4.5	1,400	29.9
No Provision	20	90.9	2,271	48.6

TABLE 30:

OVERTIME COMPENSATION AFTER DAILY HOURS

	Agts		Emps	
	#	%	#	%
Time and one-half	12	54.5	1,583	33.8
Time and one-half followed by double time	6	27.3	2,989	63.9
No Provision	4	18.2	93	2.1

TABLE 31:

OVERTIME COMPENSATION AFTER WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
Time and one-half	9	40.9	420	8.9
No Provision	13	59.1	4,251	91.0

TABLE 32:

OVERTIME PAY ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Straight time followed by time and one-half	1	4.5	5	0.1
Time and one-half	11	50.0	3,448	73.7
Time and one-half followed by double time	2	9.1	29	0.6
Double time	3	13.6	1,105	23.6
Other	1	4.5	28	0.5
No Provision	4	18.2	56	1.2

TABLE 33:

OVERTIME PAY ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Time and one-half followed by double time	1	4.5	15	0.3
Double time followed by double time and one-half	1	4.5	40	0.8
Double time	14	63.6	2,960	63.3
Other	1	4.5	1,000	21.3
No Provision	5	22.7	656	14.0

TABLE 34:

TIME OFF IN LIEU OF OVERTIME (ALSO BANKING OF TIME OFF)

	Agts		Emps	
	#	%	#	%
Time off in lieu of overtime pay	4	18.2	3,371	72.1
Banking of overtime credits for comulative time off	1	4.5	600	12.8
No Provision	17	77.3	700	15.0

TABLE 35:

RIGHT TO REFUSE OVERTIME

	Agts		Emps	
	#	%	#	%
Overtime work is performed on a voluntary basis (absolute right to refuse overtime)	2	9.1	20	0.4
Employee has the right to refuse overtime when others are available to do the work	1	4.5	28	0.5
Overtime is compulsory in cases of emergency	1	4.5	240	5.1
Right to refuse overtime after specified period of compulsory overtime	1	4.5	955	20.4
Other	1	4.5	600	12.8
No Provision	16	72.7	2,828	60.5

TABLE 36:

EQUAL DISTRIBUTION OF OVERTIME AMONG EMPLOYEES

	Agts		Emps	
	#	%	#	%
Overtime is equitably distributed among employees within an occupation, and/or wage bracket, etc.	5	22.7	1,479	31.6
Overtime is equitably distributed by preference is given to senior employees	1	4.5	100	2.1
Other	1	4.5	62	1.3
No Provision	15	68.2	3,030	64.8

TABLE 37:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SATURDAY

	Agts		Emps	
	#	%	#	%
1.51 or more dollars per day or shift	2	9.1	1,600	34.2
5.01 - 9.99 dollars per week	1	4.5	955	20.4
No Provision	19	86.4	2,116	45.3

TABLE 38:

PREMIUM PAY FOR REGULARLY SCHEDULED WORK ON SUNDAY

	Agts		Emps	
	#	%	#	%
16 - 20 cents per hour	1	4.5	240	5.1
50 percent (1 1/2 times) regular wage	3	13.6	2,555	54.6
No Provision	18	81.8	1,876	40.1

TABLE 39:

SHIFT PREMIUM (SECOND SHIFT)

	Agts		Emps	
	#	%	#	%
15 cents per hour	1	4.5	4	0.0
20 cents per hour	1	4.5	5	0.1
30 + cents per hour	2	9.1	1,500	32.0
1.25 - 2.00 dollars per day	2	9.1	1,955	41.8
Other	1	4.5	600	12.8
No Provision	15	68.2	607	13.0

TABLE 40:

SHIFT PREMIUM (THIRD SHIFT)

	Agts		Emps	
	#	%	#	%
20 cents per hour	1	4.5	5	0.1
30 + cents per hour	2	9.1	1,500	32.0
Other	3	13.6	2,555	54.6
No Provision	16	72.7	611	13.1

TABLE 41:

PREMIUM PAY FOR BROKEN OR SPLIT SHIFT

	Agts		Emps	
	#	%	#	%
1.25 - 2.00 dollars per day (or shift)	1	4.5	1,000	21.3
Other	1	4.5	600	12.8
No Provision	20	90.9	3,071	65.7

TABLE 42:

PREMIUM OR PAY FOR HAZARDOUS, DANGEROUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
Premium pay for dirty work	0	0.0	0	0.0
Premium pay for hazardous work	0	0.0	0	0.0
Combination of 1 and 2	2	9.1	1,450	31.0
No Provision	20	90.9	3,221	68.9

TABLE 43:

AMOUNT OF PREMIUM PAY FOR HAZARDOUS OR DIRTY WORK

	Agts		Emps	
	#	%	#	%
30 + cents per hour	1	4.5	50	1.0
No Provision	21	95.5	4,621	98.9

TABLE 44:

PREMIUM RATES FOR WORK ON PAID HOLIDAYS

	Agts		Emps	
	#	%	#	%
Straight time	1	4.5	600	12.8
Time and one-half	6	27.3	2,014	43.0
Double time followed by double time and one-half	1	4.5	40	0.8
Double time	8	36.4	525	11.2
Double time followed by triple time	2	9.1	70	1.4
No Provision	4	18.2	1,422	30.4

TABLE 45:

RATE OF TEMPORARY TRANSFER

	Agts		Emps	
	#	%	#	%
New rate or regular rate of the employee - whichever greater	8	36.4	1,658	35.4
Other	3	13.6	2,555	54.6
No Provision	11	50.0	458	9.8

TABLE 46:

REPORTING PAY GUARANTEED

	Agts		Emps	
	#	%	#	%
One hour of work or pay	1	4.5	240	5.1
Four hours of work or pay	3	13.6	75	1.6
Eight hours of work or pay	1	4.5	5	0.1
Other	1	4.5	25	0.5
No Provision	16	72.7	4,326	92.6

TABLE 47:

CALL - IN (BACK) PAY GUARANTEE

	Agts		Emps	
	#	%	#	%
Straight time for three hours	2	9.1	90	1.9
Straight time for four hours	3	13.6	700	14.9
Time and 1/2 for two hours	1	4.5	25	0.5
Time and 1/2 for three hours	1	4.5	27	0.5
Time and 1/2 for four hours	2	9.1	21	0.4
Double time for two hours	3	13.6	1,515	32.4
Double time for three hours	1	4.5	955	20.4
Double time for four hours	2	9.1	260	5.5
All Other	2	9.1	1,005	21.5
No Provision	5	22.7	73	1.6

TABLE 48:

STAND-BY PAY

	Agts		Emps	
	#	%	#	%
Four hours pay or less	1	4.5	1,400	29.9
Flat amount per hour or by day	2	9.1	78	1.6
No Provision	19	86.4	3,193	68.3

TABLE 49:

COST OF LIVING PROVISION (ESCALATOR CLAUSE)

	Agts		Emps	
	#	%	#	%
Provision exists	3	13.6	103	2.2
No Provision	19	86.4	4,568	97.7

TABLE 50:

FREQUENCY OF APPLYING COLA

	Agts		Emps	
	#	%	#	%
Monthly	1	4.5	25	0.5
Annually	2	9.1	78	1.6
No Provision	19	86.4	4,568	97.7

TABLE 51:

METHOD OF CALCULATING COLA RATE OF PAYMENT

	Agts		Emps	
	#	%	#	%
Percentage increases in wages per percent increase in index	1	4.5	16	0.3
Percentage increases in wages per point increase in index	1	4.5	25	0.5
Other	1	4.5	62	1.3
No Provision	19	86.4	4,568	97.7

TABLE 52:

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER

	Agts		Emps	
	#	%	#	%
Full compensation for time lost (Weather conditions)	1	4.5	19	0.4
Other	1	4.5	1,400	29.9
No Provision	20	90.9	3,252	69.6

TABLE 53:

TRAVEL ALLOWANCES OR TRANSPORTATION ON CALL-IN (BACK)

	Agts		Emps	
	#	%	#	%
Paid travel time	2	9.1	2,000	42.7
Paid travel allowance or transportation	2	9.1	1,955	41.8
No Provision	18	81.8	716	15.3

TABLE 54:

TRAVEL ALLOWANCE OR TRANSPORTATION ON OVERTIME

	Agts		Emps	
	#	%	#	%
Paid travel time	1	4.5	600	12.8
Paid travel allowance or transportation	2	9.1	1,955	41.8
No Provision	19	86.4	2,116	45.3

TABLE 55:

TRAVEL ALLOWANCE OR TRANSPORTATION SPECIAL CIRCUMSTANCES

	Agts		Emps	
	#	%	#	%
Paid travel time	1	4.5	955	20.4
Paid travel allowance or transportation	2	9.1	2,000	42.7
No Provision	19	86.4	1,716	36.7

TABLE 56:

TRAVEL ALLOWANCE/TRANSPORTATION ON COMPANY BUSINESS

	Agts		Emps	
	#	%	#	%
Daily allowance	0	0.0	0	0.0
Meal allowance	0	0.0	0	0.0
Lodging allowance	0	0.0	0	0.0
Transportation allowance	0	0.0	0	0.0
Any combination of 2, 3 and 4	4	18.2	657	14.0
No Provision	18	81.8	4,014	85.9

TABLE 57:

NUMBER OF PAID HOLIDAYS PER YEAR

	Agts		Emps	
	#	%	#	%
7 days	1	4.5	19	0.4
9 days	4	18.2	106	2.2
10 days	9	40.9	3,214	68.7
10 1/2 days	2	9.1	44	0.9
11 days	3	13.6	1,215	26.0
No Provision	3	13.6	73	1.6

TABLE 58:

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE)

	Agts		Emps	
	#	%	#	%
One month or less	3	13.6	70	1.4
3 months	2	9.1	840	17.9
No Provision	17	77.3	3,761	80.5

TABLE 59:

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS)

	Agts		Emps	
	#	%	#	%
Employee must have worked the last scheduled working day before	1	4.5	28	0.5
Employee must have worked both the last working day before and the next working day after	12	54.5	1,714	36.6
No Provision	9	40.9	2,929	62.7

TABLE 60:

PAID HOLIDAY FALLING ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	4	18.2	1,608	34.4
Observe on following Monday or day proclaimed by Government	8	36.4	1,599	34.2
No Provision	10	45.5	1,464	31.3

TABLE 61:

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED)

	Agts		Emps	
	#	%	#	%
Working day off with pay	1	4.5	955	20.4
Observe on following Monday or day proclaimed by Government	11	50.0	3,261	69.7
No Provision	10	45.5	455	9.7

TABLE 62:

PAID VACATION - ELECTION

	Agts		Emps	
	#	%	#	%
Any provision conferring any right for the employee to select his vacation	12	54.5	4,288	91.7
No Provision	10	45.5	383	8.2

TABLE 63:

PAID VACATION (TWO WEEKS)

	Agts		Emps	
	#	%	#	%
One year	15	68.2	3,032	64.8
Less than 1 year	1	4.5	50	1.0
No Provision	6	27.3	1,589	34.0

TABLE 64:

PAID VACATION (THREE WEEKS)

	Agts		Emps	
	#	%	#	%
One year	2	9.1	150	3.2
Two years	1	4.5	15	0.3
Three years	1	4.5	240	5.1
Four years	4	18.2	2,560	54.7
Five years	7	31.8	171	3.6
Ten years	2	9.1	1,427	30.5
No Provision	5	22.7	108	2.3

TABLE 65:

PAID VACATIONS (FOUR WEEKS)

	Agts		Emps	
	#	%	#	%
Ten years	1	4.5	5	0.1
Twelve years	4	18.2	261	5.5
Thirteen years	2	9.1	1,600	34.2
Fourteen years	1	4.5	28	0.5
Fifteen years	6	27.3	1,672	35.7
No Provision	8	36.4	1,105	23.6

TABLE 66:

PAID VACATIONS (FIVE WEEKS)

	Agts		Emps	
	#	%	#	%
Twenty years	3	13.6	1,550	33.1
Twenty-two years	1	4.5	4	0.0
Twenty-three years	1	4.5	240	5.1
Twenty-five years	3	13.6	2,555	54.6
Twnety-nine + years	1	4.5	28	0.5
No Provision	13	59.1	294	6.3

TABLE 67:

PAID VACATION (SIX WEEKS)

	Agts		Emps	
	#	%	#	%
Thirty-three to thirty-five years	1	4.5	240	5.1
No Provision	21	95.5	4,431	94.8

TABLE 68:

CARRY-OVER OF VACATION

	Agts		Emps	
	#	%	#	%
Carry-over specifically prohibited	5	22.7	1,626	34.7
No Provision	17	77.3	3,045	65.2

TABLE 69:

EXTENDED VACATION IF TAKEN AT CERTAIN TIME(S) OF YEAR

	Agts		Emps	
	#	%	#	%
Vacation extended by one week or less	3	13.6	2,555	54.6
No Provision	19	86.4	2,116	45.3

TABLE 70:

EXTENDED VACATION IN DESIGNATED YEARS OF SERVICE

	Agts		Emps	
	#	%	#	%
Extended after completion of ten years of service	2	9.1	1,425	30.4
No Provision	20	90.9	3,246	69.5

TABLE 71:

SPECIAL PAYMENTS OR BONUS

	Agts		Emps	
	#	%	#	%
Provision for year-end bonus or Christmas bonus	1	4.5	1,400	29.9
No Provision	21	95.5	3,271	70.0

TABLE 72:

STATUTORY HOLIDAY FALLING DURING VACATION

	Agts		Emps	
	#	%	#	%
Another working day off with pay	10	45.5	1,030	22.0
Extra days pay	-	-	-	-
Either 1 or 2	1	4.5	5	0.1
No Provision	11	50.0	3,636	77.8

TABLE 73:

PAID LEAVE OF ABSENCE - DEATH IN IMMEDIATE FAMILIY

	Agts		Emps	
	#	%	#	%
2 days	1	4.5	25	0.5
3 days	17	77.3	4,543	97.2
4 days	1	4.5	15	0.3
No Provision	3	13.6	88	1.9

TABLE 74:

PAID LEAVE OF ABSENCE - DEATH OTHER THAN IMMEDIATE FAMILY

	Agts		Emps	
	#	%	#	%
1 day	7	31.8	1,089	23.3
2 days	2	9.1	35	0.7
3 days	2	9.1	1,450	31.0
No Provision	11	50.0	2,097	44.9

TABLE 75:

PAID LEAVE OF ABSENCE - ADOPTION

	Agts		Emps	
	#	%	#	%
5 days	1	4.5	1,000	21.3
More than 5 days	1	4.5	955	20.4
No Provision	20	90.9	2,716	58.1

TABLE 76:

PAY FOR LEAVE OF ABSENCE ON JURY DUTY AND/OR COURT WITNESS

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	6	27.3	2,850	60.9
Employee receives the difference between regular pay and jury pay	5	22.7	1,551	33.1
Provision exists, but amount of pay is not specified or cannot be determined	1	4.5	27	0.5
No Provision	10	45.5	243	5.2

TABLE 77:

LEAVE OF ABSENCE - EDUCATION

	Agts		Emps	
	#	%	#	%
Employee receives regular pay	1	4.5	600	12.8
No Provision	21	95.5	4,071	87.1

TABLE 78:

LEAVE OF ABSENCE - UNION BUSINESS

	Agts		Emps	
	#	%	#	%
Provision for unpaid leave of absence	12	54.5	2,945	63.0
Provision for paid leave of absence (whole or in part)	2	9.1	39	0.8
Provision for leave, but no mention if paid or not	2	9.1	1,500	32.0
No Provision	6	27.3	187	4.0

TABLE 79:

MEAL ALLOWANCES (CASH OR MEAL) AND/OR PAID MEAL PERIOD

	Agts		Emps	
	#	%	#	%
Meal allowance	10	45.5	3,455	73.9
Paid meal period	0	0.0	0	0.0
Combination	1	4.5	50	1.0
No Provision	11	50.0	1,166	24.9

TABLE 80:

PAID WASH-UP TIME

	Agts		Emps	
	#	%	#	%
5 minutes before end of shift	1	4.5	28	0.5
10 minutes before end of shift	1	4.5	5	0.1
5 minutes before mid-shift meal period	0	0.0	0	0.0
Combination of 1 and 4	1	4.5	1,400	29.9
No Provision	19	86.4	3,238	69.3

TABLE 81:

REST PERIOD

	Agts		Emps	
	#	%	#	%
Once a day, fifteen minutes	1	4.5	1,000	21.3
Twice a day, 20 minutes in total	2	9.1	55	1.1
Twice a day, 30 minutes in total	7	31.8	1,043	22.3
No Provision	12	54.5	2,573	55.1

TABLE 82:

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Employer pays all cost	2	9.1	960	20.5
No Provision	20	90.9	2,711	79.4

TABLE 83:

CLOTHING AND UNIFORMS (EXCLUDES PROTECTIVE SAFETY CLOTHING)

	Agts		Emps	
	#	%	#	%
Work clothing and uniform provided by employer at no cost to employee	6	27.3	229	4.9
Work clothing and uniform provided by employer at some cost to employee	5	22.7	1,497	32.0
Employee receives allowance for the purchase of work clothing (includes replacement)	1	4.5	16	0.3
Other	1	4.5	240	5.1
No Provision	9	40.9	2,689	57.5

TABLE 84:

TOOLS

	Agts		Emps	
	#	%	#	%
Tools provided at no cost to the employee	2	9.1	605	12.9
Cash allowance	1	4.5	27	0.5
Other	1	4.5	1,400	29.9
No Provision	18	81.8	2,639	56.5

TABLE 85:

SAFETY EQUIPMENT

	Agts		Emps	
	#	%	#	%
Safety equipment provided at no cost to the employee	5	22.7	2,120	45.3
Safety equipment provided at some cost to the employee	3	13.6	61	1.3
No Provision	14	63.6	2,490	53.3

TABLE 86:

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGES)

	Agts		Emps	
	#	%	#	%
Apprenticeship program	3	13.6	1,505	32.2
No Provision	19	86.4	3,166	67.7

TABLE 87:

INDUSTRIAL SAFETY

	Agts		Emps	
	#	%	#	%
Provision exists for safety	2	9.1	267	5.7
Safety Committee	3	13.6	1,066	22.8
Combination of 1 and 2	5	22.7	2,130	45.5
No Provision	12	54.5	1,208	25.8

TABLE 88:

REHABILITATION PROGRAMS (ALCOHOLISM/DRUGS)

	Agts		Emps	
	#	%	#	%
Provision	2	9.1	125	2.6
No Provision	20	90.9	4,546	97.3

TABLE 89:

ENVIRONMENT - PROTECTION

	Agts		Emps	
	#	%	#	%
Specific reference to environment protection enumerated	1	4.5	600	12.8
Other	1	4.5	1,000	21.3
No Provision	20	90.9	3,071	65.7

TABLE 90:

WOMEN - MATERNITY LEAVE (SENIORITY)

	Agts		Emps	
	#	%	#	%
Seniority retained	4	18.2	2,571	55.0
No Provision	18	81.8	2,100	44.9

TABLE 91:

WOMEN - MATERNITY LEAVE (PAY)

	Agts		Emps	
	#	%	#	%
Leave of absence with loss of pay	4	18.2	2,571	55.0
No Provision	18	81.8	2,100	44.9

TABLE 92:

WOMAN - MATERNITY LEAVE TIME LIMITATION BEFORE & AFTER BIRTH DATE

	Agts		Emps	
	#	%	#	%
Less than 3 months	3	13.6	2,555	54.6
5 months	1	4.5	16	0.3
No Provision	18	81.8	2,100	44.9

TABLE 93:

ADVANCE NOTICE AND/OR CONSULTATION PRIOR TO INTRO OF TECH. CHANGES

	Agts		Emps	
	#	%	#	%
Provision for less than 3 months	0	0.0	0	0.0
Provision for 3 to 6 months	0	0.0	0	0.0
Other	1	4.5	955	20.4
No Provision	21	95.5	3,716	79.5

TABLE 94:

TRAINING OR RETRAINING (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Specific provision for training on the job	0	0.0	0	0.0
Apprenticeship program	0	0.0	0	0.0
Tuition/financial assistance (Ed'n)	0	0.0	0	0.0
Other	1	4.5	50	1.0
No Provision	21	95.5	4,621	98.9

TABLE 95:

EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE)

	Agts		Emps	
	#	%	#	%
Some form of wage or employment guarantee due to technological change (other than S.U.B. or severance pay)	2	9.1	150	3.2
No Provision	20	90.9	4,521	96.7

TABLE 96:

MOONLIGHTING

	Agts		Emps	
	#	%	#	%
Moonlighting prohibited	1	4.5	5	0.1
No Provision	21	95.5	4,666	99.8

TABLE 97:

CONTRACTING-OUT

	Agts		Emps	
	#	%	#	%
Contracting out permitted	1	4.5	5	0.1
No Provision	21	95.5	4,666	99.8

TABLE 98:

REOPENER CLAUSE

	Agts		Emps	
	#	%	#	%
Wage reopener	2	9.1	140	2.9
No Provision	20	90.9	4,531	97.0

TABLE 99:

OLDER AND/OR HANDICAPPED WORKERS

	Agts		Emps	
	#	%	#	%
Provision for transfer of older and/or handicapped workers to lighter or more suitable jobs if available	1	4.5	1,400	29.9
No Provision	21	95.5	3,271	70.0

TABLE 100:

LABOUR - MANAGEMENT COMMITTEE

	Agts		Emps	
	#	%	#	%
Provision exists i.e. industrial relations issues	5	22.7	1,011	21.6
No Provision	17	77.3	3,660	78.3

TABLE 101:

MANAGEMENT RIGHTS

	Agts		Emps	
	#	%	#	%
General statement of management rights	1	4.5	1,400	29.9
Enumerated list of management rights residual with management	19	86.4	3,246	69.4
No Provision	2	9.1	25	0.5

TABLE 102:

ADMINISTRATION OF HEALTH AND WELFARE PLAN

	Agts		Emps	
	#	%	#	%
Management only	2	9.1	1,500	32.0
Trustee (either individual or corporate) or Insurance Co.	1	4.5	25	0.5
No Provision	19	86.4	3,146	67.3

TABLE 103:

NORMAL WORK WEEK (DAYS PER WEEK, PART-TIME WORKERS ONLY)

	Agts		Emps	
	#	%	#	%
5 days or less per week	1	4.5	19	0.4
Irregular hours	4	18.2	2,033	43.5
No Provision	17	77.3	2,619	56.0

TABLE 104:

PART-TIME EMPLOYEES - DAILY HOURS

	Agts		Emps	
	#	%	#	%
001 - 300 hours	1	4.5	1,400	21.3
4 hours	1	4.5	19	0.4
Other (including irregular)	3	13.6	1,033	22.1
No Provision	17	77.3	2,619	56.0

TABLE 105:

PART-TIME EMPLOYEES - WEEKLY HOURS

	Agts		Emps	
	#	%	#	%
20 hours	1	4.5	19	0.4
Other (including irregular)	4	18.2	2,033	43.5
No Provision	17	77.3	2,619	56.0

TABLE 106:

PART-TIME EMPLOYEES (VACATIONS & HOLIDAYS)

	Agts		Emps	
	#	%	#	%
Pro-rated paid statutory holidays	1	4.5	50	1.0
Both pro-rated vacation & holidays for part-timers	2	9.1	2,400	51.3
No Provision	19	86.4	2,221	47.5

TABLE 107:

POSTING OF JOB VACANCIES

	Agts		Emps	
	#	%	#	%
Provision exists but posting period not specified or cannot be determined	3	13.6	80	1.7
Posting period specified in calendar days - 7 or less days	6	27.3	1,029	22.0
Posting period specified in calendar days more than 7 days but less than 15 days	1	4.5	1,400	29.9
Duration stated but not specified whether it is in working days or calendar days	2	9.1	1,600	34.2
No Provision	10	45.5	562	12.0

TABLE 108:

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
100 percent	1	4.5	16	0.3
50 percent or less	4	18.2	1,581	33.8
Welfare plan mentioned, but no details given	2	9.1	245	5.2
Other	1	4.5	20	0.4
No Provision	14	63.6	2,809	60.1

TABLE 109:

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
50 percent or less	3	13.6	1,444	30.9
Welfare plan mentioned, but no details given	3	13.6	2,555	54.6
No Provision	16	72.7	672	14.4

TABLE 110:

DENTAL PLAN (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
100 percent	1	4.5	16	0.3
No Provision	21	95.5	4,655	99.6

TABLE 111:

WORKERS' COMPENSATION

	Agts		Emps	
	#	%	#	%
Compensation payable is the difference between workmen's compensation and regular salary	4	18.2	2,795	59.8
Compensation while injured employee's claim is being settled by W.C.B.	2	9.1	1,416	30.3
No Provision	16	72.7	460	9.8

TABLE 112:

LIFE INSURANCE, DEATH & DISMEMBERMENT - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
50 percent or less	4	18.2	427	9.1
Welfare plan mentioned, but no details given	9	40.9	4,058	86.8
Other	1	4.5	20	0.4
No Provision	8	36.4	166	3.5

TABLE 113:

LIFE INSURANCE, DEATH & DISMEMBERMENT - AMOUNT OF BENEFIT

	Agts		Emps	
	#	%	#	%
$10,000	1	4.5	25	0.5
Other	10	45.5	3,002	64.2
No Provision	11	50.0	1,644	35.2

TABLE 114:

SICKNESS WEEKLY INDEMNITY (PERIOD OF)

	Agts		Emps	
	#	%	#	%
15 weeks	1	4.5	1,400	29.9
Welfare plan mentioned, but no details given	4	18.2	1,653	35.3
Other	1	4.5	955	20.4
No Provision	16	72.7	663	14.2

TABLE 115:

SICKNESS WEEKLY INDEMNITY (AMOUNT OF BENEFIT)

	Agts		Emps	
	#	%	#	%
75 percent + dollars per week	1	4.5	1,400	29.9
No Details	4	18.2	1,653	35.3
Other	1	4.5	955	20.4
No Provision	16	72.7	663	14.2

TABLE 116:

PAID SICK LEAVE (NUMBER OF DAYS YEARLY)

	Agts		Emps	
	#	%	#	%
0 - 5 days per year	1	4.5	40	0.8
8 days per year	1	4.5	28	0.5
15 days per year	1	4.5	240	5.1
18 days per year	2	9.1	78	1.6
24 days per year	2	9.1	23	0.4
No details	2	9.1	150	3.2
No Provision	13	59.1	4,112	88.0

TABLE 117:

ACCUMULATION OF UNUSED SICK LEAVE

	Agts		Emps	
	#	%	#	%
0 - 15 days	1	4.5	28	0.5
51 - 99 days	3	13.6	85	1.8
100 - 149 days	1	4.5	240	5.1
150 - 199 days	1	4.5	16	0.3
No details	2	9.1	150	3.2
Other	1	4.5	40	0.8
No Provision	13	59.1	4,112	88.0

TABLE 118:

LONG TERM DISABILITY (EMPLOYER'S CONTRIBUTION)

	Agts		Emps	
	#	%	#	%
50 percent or less	1	4.5	25	0.5
Welfare plan mentioned, but no details given	2	9.1	1,500	32.0
No Provision	19	96.4	3,146	67.3

TABLE 119:

LONG TERM DISABILITIES - BENEFITS (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
61 to 69 percent of annual salary	2	9.1	1,425	30.4
Plan mentioned but no details given	1	4.5	100	2.1
No Provision	19	86.4	3,146	67.3

TABLE 120:

PRIVATE PENSION PLAN - EMPLOYER'S CONTRIBUTION

	Agts		Emps	
	#	%	#	%
Welfare plan mentioned, but no details given	7	31.8	1,368	29.2
No Provision	15	68.2	3,303	70.7

TABLE 121:

PRIVATE PENSION PLAN - BENEFIT (AMOUNT OF)

	Agts		Emps	
	#	%	#	%
Plan mentioned but no details given	6	27.3	1,352	28.9
No Provision	16	72.7	3,319	71.0

TABLE 122:

EARLY RETIREMENT BENEFIT

	Agts		Emps	
	#	%	#	%
Unreduced basic benefit	1	4.5	1,400	29.9
No Provision	21	95.5	3,271	70.0

TABLE 123:

REIMBURSEMENT UNUSED SICK LEAVE - RETIREMENT

	Agts		Emps	
	#	%	#	%
Percentage of unused sick leave is paid	1	4.5	19	0.4
No Provision	21	95.5	4,652	99.5

APPENDIX I

AGREEMENTS

IN

SURVEY

APPENDIX

AGREEMENTS IN SURVEY

Employer	Union
MANUFACTURING	
A R Hemming Building Systems Limited	Carpenters, Local 2165
Allen's Dairy	Department Store Union, Local 1015
Amherst Woodworking Maritime Limited	Carpenters, Local 2389
Atlantic Bridge Co. - Abco - Acadia Div.	Marine Workers, Local 26
Atlantic Cans Limited	Steelworkers, Local 7746
Atlantic Concrete Ltd.	Plasterers, Local 215
Atlantic Industries (NB) Ltd.	Steelworkers, Local 7907
Atlantic Spring & Machine Company Ltd.	Marine Workers, Local 15
Ben's Limited	Teamsters, Local 927
Ben's Limited	Bakery Workers, Local 1446
Berwick Bakery Limited	Bakery Workers, Local 446
Berwick Bakery Limited - Sales	Bakery Workers, Local 446
Brookfield Foods Limited	Bakery Workers, Local 446
Brookfield Foods Limited	C.B.R.T., Local 503
Can. Auto Radiator Exchange & Manufacturing Ltd.	C.B.R.T.
Canada Cement LeFarage Ltd. - Office Workers	Cement Lime Workers, Local 454
Canadian Keyes Fibre Company	Paperworkers, Local 576
Canadian Marconi Company	Salaried Employee Association
Canadian Newspaper Co. Ltd.	Graphic Arts, Local 130
Canard Poultry	Food & Allied Workers, Local 1157
Cape Breton Beverages Limited	Department Store Union, Local 596
Carsen Packers Limited	Food & Allied Workers, Local 1157
Concrete Services Limited	Labourers, Local 615
Connors Brothers Limited	Atomic Workers, Local 9-856
Crossley Karastan Carpet Mills	C.B.R.T., Local 612
Cummins Diesel	Operating Engineers, Local 721
Dartmouth Free Press	Graphic Arts, Local 506
Dartmouth Ready Mix Limited	Marine Workers, Local 13
Dominion Chair Company Limited	Paperworkers, Local 126
Dominion Textiles Incorporated	Textile Workers, Local 152
Domtar Chemicals - Wood Preserving Div.	Carpenters, Local 2483
Eastern Bakeries Limited	Department Store Union, Local 596
Enheat Limited	Steelworkers, Local 2231
Ferguson Ind. Ltd.	Steelworkers, Local 4702
Formex Fabrics - Huyck Canada Limited	Textile Workers, Local 486
Fundy Grinding and Machining Ltd.	Carpenters
General Bakeries Limited	Bakery Workers, Local 446

Employer	Union
MANUFACTURING (CONT'D)	
H.M.W. Industries Limited	Iron Workers, Local 809
Halifax Herald Limited	Graphic Arts, Local 130
Halifax Industries Limited	Marine Workers, Local 1
Hermes Electronics Ltd.	I.B.E.W., Local 1651
I.M.O. Foods Limited Canada	Food & Allied Workers, Local 1157
IMP Group Limited	IMP Employee Association
Ideal Ice Cream Company Limited	Department Store Union, Local 596
Inter Supply Ltd.	Labourers, Local 615
Inter Supply Ltd.	Teamsters, Local 927
Isle Madame Fishermans Co-op Limited	Food & Allied Workers, Local 309
Isle Royale Beverages Limited	Department Store Union, Local 596
J. W. Stephens Limited of Sydney	General Workers, Local 1509
Kell's Ready Mix	Labourers, Local 615
Kentville Publishing Co. Ltd.	Graphic Arts, Local 130
Kentville Publishing Co. Ltd.	Graphic Arts, Local 514
L. E. Shaw Limited	Teamsters, Local 927
L. E. Shaw Limited	National Brickyard Workers, Local 92
L. E. Shaw Limited - New Glasgow Plant	Labourers, Local 615
L. E. Shaw Limited - Sydney Plant	General Workers, Local 1509
Lawson Graphics Atlantic Ltd.	Graphic Arts, Local 506
Lowneys Limited - Moirs Plant	I.B.E.W., Local 625
Lowneys Limited - Moirs Plant	Teamsters, Local 927
Lowneys Limited - Moirs Plant	Bakery Workers, Local 446
Lunenburg County Press Limited	Graphic Arts, Local 130
M. W. Graves Comp. Limited	Bakery Workers, Local 446
Mac Gregor Industries Limited	Steelworkers, Local 8176
Maritime Beverage Limited	Teamsters, Local 927
Maritime Beverage Limited	Department Store Union, Local 1015
Maritime Paper Products	Paperworkers, Local 576
Maritime Photoengravers Limited	Graphic Arts, Local 506
Maritime Steel & Foundries	Marine Workers, Local 13
Maritime Steel & Foundries	Moulders, Local 332
Mason Windows Limited	C.B.R.T.
Masonite Canada Ltd. - Atlantic Division	Paperworkers, Local 434
McCully & Son Limited	Paperworkers, Local 124
McKinlay and Sons Limited	Department Store Union, Local 596
Minas Basin Lumber Company Limited	Paperworkers, Local 583
Minas Pulp and Paper	Paperworkers, Local 583
Municipal Ready Mix Ltd.	Teamsters, Local 927
Municipal Ready Mix Ltd. and Levattes Const.	Operating Engineers, Local 721
National Sea Prodcuts Limited	Seafood Workers, Local 106
National Sea Products Limited	Seafood Workers, Local 133
National Sea Products Limited	Operating Engineers, Local 968
National Sea Products Limited	Seafood Workers, Local 101
National Sea Products Limited	Seafood Workers, Local 102

Employer	Union
MANUFACTURING (CONT'D)	
National Sea Products Limited	Seafood Workers, Local 105
North Sydney Marine Railway Company Ltd.	Atomic Workers, Local 9-832
North Sydney Seafoods (HB Nickerson)	Seafood Workers, Local 112
Nova Scotia Forest Industries - Clerical	Paperworkers, Local 972
Nova Scotia Forest Industries - Mill Division	Paperworkers, Local 972
Nova Scotia Forest Industries - Woods Division	Paperworkers, Local 972
Nova Scotia Textiles Limited	Textile Workers, Local 159
Producers Milk Products Limited	Teamsters, Local 927
Richmond Fisheries Inc.	Food & Allied Workers, Local 309
Riverport Seafoods Limited	Seafood Workers, Local 118
Riversdale Lumber Limited	Building Product Workers, Local 299
Robb Engineering Limited	Steelworkers, Local 4122
Scotia Limestone Company Ltd.	Cement Lime Workers, Local 459
Scotia Marine Products	Atomic Workers, Local 9-856
Scotian Gold Co-op - Machiners Division	Bakery Workers, Local 446
Scotian Gold Cooperative Limited - Plant	Bakery Workers, Local 446
Scott Maritimes Limited	Paperworkers, Local 440
Seaboard GM Diesel Ltd.	Operating Engineers, Local 721B
Simmons Limited	Atomic Workers, Local 9-825
Sivaco Maritimes Limited	Steelworkers, Local 7746
South Shore Ready Mix Limited	Operating Engineers, Local 721
Starr Manufacturing Ltd.	Marine Workers, Local 13
Stephens Building Supplies Ltd.	Department Store Union, Local 596
Surrette Battery Co. Ltd.	I.B.E.W., Local 625
Sydney Engineering & Dry Dock Co. Ltd.	Marine Workers, Local 15
Sydney Steel Corporation	Steelworkers, Local 6516
Sydney Steel Corporation	C.U.P.E., Local 1675
Sydney Steel Corporation	Steelworkers, Local 1064
T. Matheson & Co. Ltd.	Steelworkers, Local 6551
Texaco Canada Inc.	Atlantic Oil Workes, Local 1
Trenton Works Division/Hawker Ind./Office Workers	Steelworkers, Local 4253
Trenton Works Division/Hawker Ind./Plant Workers	Steelworkers, Local 1231
Twin Cities Coop Dairy Limited	Teamsters, Local 927
Volvo Canada Ltd. - Manufacturing Division	Auto Aerospace, Local 720

Employer	Union
SERVICE	
Abbie J. Lane Memorial Hospital	Operating Engineers, Local 968
Aberdeen Hospital	N. S. Nurses Union
Aberdeen Hospital Commission	C.U.P.E., Local 741
Aberdeen Hospital Commission	C.U.P.E., Local 1646
Acadia University - Governors	Operating Engineers, Local 968
Acadia University - Governors	Acadia Faculty Association
Alderwood Rest Home	N. S. Nurses Union

Employer	Union
SERVICE (CONT'D)	
All Saints Hospital	N. S. Nurses Union
All Saints Hospital	C.U.P.E., Local 919
Allied Maintenance Services Ltd.	Operating Engineers, Local 968B
Amherst - Board of School Comm.	C.U.P.E., Local 1233
Amherst High School - Board of Trustees	C.U.P.E., Local 1233
Annapolis County Municipal School Board	C.U.P.E., Local 1187
Annapolis Royal Regional School Board	C.U.P.E., Local 1187
Antigonish Regional High School Board	C.U.P.E., Local 1524
Argyle District - Municipal School Board	C.U.P.E.
Atlific Nova Scotia Ltd.	Hotel, Motel Employees, Local 662
Bluenose Fisheries Ltd. (United Fishermen)	Various Unions
Bluenose Tavern Limited	Hotel, Motel Employees, Local 662
Board of Governors - College of Cape Breton	N. S. Government Employees Union
Braemore Home	N. S. Nurses Union
Canadian Red Cross Society	C.U.P.E., Local 1392
Cape Breton Co. Municipal School Board	C.U.P.E., Local 913
Cape Breton Hospital & Braemore	C.U.P.E., Local 753
Cape Breton Hospital & Braemore	C.U.P.E., Local 1478
Cara Operations - Air Terminal Rest	Teamsters, Local 927
Cara Operations - Airline Services	Teamsters, Local 927
Ceilidh Lounge - Isle Royal Hotel	Hotel, Motel Employees, Local 772
Chateau Halifax	Hotel, Motel Employees, Local 662
Childrens Aid Society - Boys Residence	C.U.P.E.
Citadel Properties Ltd.	Bakery Workers, Local 446
Clare District - Mun. School Bd. - Bus Drivers	C.U.P.E., Local 1060
Clare District - Municipal School Bd. - Janitors	C.U.P.E., Local 1060
Clare District - Municipal School Board	C.U.P.E., Local 1060
Colchester - East Hants Amalgamated School Board	Various Unions
Colchester Hospital	Nurses Union
Colchester Hospital - Clerical	C.B.R.T., Local 608
Colchester Hospital - General Workers	C.B.R.T., Local 608
Cornet Food Hosts Ltd. - Jaspers Restaurant	Hotel, Motel Employees, Local 772
Cumberland - Municipal School Board	C.U.P.E., Local 1523
Dalhousie University - Governors of	Operating Engineers, Local 968
Dalhousie University - Governors of	C.U.P.E., Local 1392
Dalhousie University - Governors of	Various Unions
Dalhousie University - Governors of	Dalhousie Faculty Association
Dawson Memorial Hospital	N. S. Nurses Union
Dawson Memorial Hospital - CNA's	Operating Engineers, Local 968B
Dawson Memorial Hospital - Health Care	Operating Engineers, Local 968B
Dawson Memorial Hospital - Office	Operating Engineers, Local 968B
Dawson Memorial Hospital - Residual	Operating Engineers, Local 968
Digby General Hospital	C.U.P.E., Local 1027
Digby Regional High School Board	C.U.P.E., Local 1185
Domco Food Services Limited	Department Store Union, Local 596

Employer	Union
SERVICE (CONT'D)	
Eastern Memorial Hospital	N. S. Nurses Union
Eastern Shore Memorial Hospital	N. S. Nurses Union
Empire Theatre - South Shore	Theatrical Employees, Local 680
Empire Theatre - Spryfield	Theatrical Employees, Local 680
Empire Theatres Ltd. - Operators	Theatrical Employees, Local 848
Famous Players - Midway Drive-In	Theatrical Employees, Local 848
Fishermans Memorial Hospital	N. S. Nurses Union
Fishermans Memorial Hospital	C.U.P.E., Local 1933
General Sound	Theatrical Employees, Local 848
Glace Bay Community Hospital	C.B.R.T., Local 601
Glace Bay Community Hospital - CNA & Tech.	C.B.R.T., Local 607
Glace Bay Community Hospital - Clerical	C.B.R.T., Local 607
Glace Bay General Hospital	C.B.R.T., Local 601
Glace Bay General Hospital - CNA & Tech.	C.B.R.T., Local 607
Glace Bay General Hospital - Clerical	C.B.R.T., Local 607
Glen Haven Manor	C.U.P.E., Local 741
Grace Maternity Hospital	N. S. Nurses Union
Grand Hotel Company Limited	Hotel, Motel Employees, Local 662
Halifax - Board of School Comm.	C.U.P.E., Local 449
Halifax - Board of School Comm.	C.U.P.E., Local 108
Halifax Co. Regional Rehabilitation Centre	N. S. Nurses Union
Halifax Co. Regional Rehabilitation Centre	C.U.P.E., Local 1028
Halifax Infirmary	NSGEU - Branch 22
Halifax Senior Citizens Housing Corp. Ltd.	C.B.R.T., Local 606
Hants Community Hospital	N. S. Nurses Union
Harbour View Hospital - CNA & Tech.	C.B.R.T., Local 607
Harbour View Hospital - Clerical	C.B.R.T., Local 607
Hardwood Hill Cemetery Company Inc.	Labourers, Local 1115
Hazel Hill Rest Home Corp.	C.U.P.E., Local 1723
Highland View Regional Hospital	N. S. Nurses Union
Highland View Regional Hospital	C.U.P.E., Local 920
Holiday Inn of Sydney	Hotel, Motel Employees, Local 772
Hotel Nova Scotian	Hotel, Motel Employees, Local 662
Inverary Manor - Inv. County Housing Corp.	C.U.P.E., Local 1485
Inverary Manor - Inv. County Housing Corp.	N. S. Nurses Union
Inverary Manor - Inv. County Housing Corp.	C.U.P.E., Local 2031
Inverness Consolidated Mem. Hosp. - CNA & Tech.	C.B.R.T., Local 607
Inverness Consolidated Mem. Hosp. - Clerical	C.B.R.T., Local 607
Inverness Consolidated Mem. Hospital	N. S. Nurses Union
Inverness County Municipal School Board	C.U.P.E., Local 955
Izaak Walton Killam Hospital	IWK Technical Employees Association
Jet Janitor Services Ltd.	Operating Engineers, Local 968B
Kentville Hospital Association	N. S. Nurses Union
Kings County Amalgamated School Board	C.U.P.E., Local 1068
Lingan Country Club	Labourers, Local 1115

Employer	Union
SERVICE (CONT'D)	
Louisbourg Town of - Board of School Comm.	C.U.P.E., Local 2279
Management Committee of East Cumberland Lodge	C.U.P.E., Local 972
Maritime Theatre Limited	Theatrical Employees, Local 848
Maritime Theatre Ltd. - Front of House	Theatrical Employees, Local 848
Maritime Theatres Ltd. - Projectionists	Theatrical Employees, Local 848
McVicar Resort	Hotel, Motel Employees, Local 662
Middleton - Town of	C.U.P.E., Local 1187
Middleton Regional High School Board	C.U.P.E., Local 1187
Modern Bldg. Cleaning - IWK Hospital & NS Rehab.	Teamsters, Local 927
Modern Bldg. Cleaning - Mt. St. Bernard College	C.B.R.T., Local 605
Modern Bldg. Cleaning - St. Martha Hospital	C.B.R.T., Local 602
Modern Building Cleaning - V.G. Hospital	Teamsters, Local 927
Motherhouse - Sisters of St. Martha	C.B.R.T., Local 602
Municipal School Board - Yarmouth	C.U.P.E., Local 964
New Glasgow Board of School Comm.	C.U.P.E., Local 281
New Waterford Consolidated Hospital - CNA & Tech.	C.B.R.T., Local 607
New Waterford Hospital - Nurses	N. S. Nurses Union
Northside General Hospital - CNA & Tech.	C.B.R.T., Local 607
Northside General Hospital - General Workers	C.B.R.T., Local 603
Northside Victoria Amalgamated School Board	C.U.P.E., Local 981
Nova Scotia Armature Works	I.B.E.W., Local 625
Nova Scotia Rehabilitation Centre	N. S. Nurses Union
Ocean Veiw Manor	C.U.P.E., Local 1245
Odeon Theatre - Yar. - Projectionists	Theatrical Employees, Local 848
Pictou County Municipal School Board	C.U.P.E., Local 867
Queens General Hospital Association	C.U.P.E., Local 1711
RK MacDonald Nursing Home Corp.	C.B.R.T., Local 605
Richmond County Municipal School Board	C.U.P.E., Local 1069
Riverton Guest Home Corp.	N. S. Nurses Union
Riverton Guest Home Corp.	C.U.P.E., Local 741
Riverview Adult Residential Centre	C.U.P.E., Local 741
Sacred Heart Hospital	N. S. Nurses Union
Seaview Golf and Country Club	Labourers, Local 1115
Seaview Manor Corporation	C.U.P.E., Local 2094
Shelburne District Municipal School Board	C.U.P.E., Local 1218
Soldiers Memorial Hospital	Operating Engineers, Local 968
Soldiers Memorial Hospital	Operating Engineers, Local 968B
Spring Garden Villa	C.U.P.E., Local 1183
Springhill - Board of School Comm.	C.U.P.E., Local 919
St. Francis Xavier University - Security Guards	C.U.P.E., Local 1636
St. Francis Xavier University - Security Guards	C.B.R.T., Local 605
St. Martha's Hospital	C.B.R.T., Local 602
St. Mary's Municipal School Board	C.U.P.E., Local 1046
St. Mary's University	Operating Engineers, Local 968B
St. Mary's University	Operating Engineers, Local 968

Employer	Union
SERVICE (CONT'D)	
St. Rita Hospital	N. S. Nurses Union
St. Rita Hospital - CNA	C.B.R.T., Local 607
St. Rita Hospital - General Workers	C.B.R.T., Local 600
St. Vincent's Guest House	C.U.P.E., Local 1082
Stag and Doe Beverage Room Ltd.	Teamsters, Local 927
Sunset Adult Residential Centre	C.U.P.E., Local 972
Sutherland Harris Memorial Hospital	N. S. Nurses Union
Sutherland Harris Memorial Hospital	C.U.P.E., Local 1869
Sydney Board of School Comm. - Clerical	C.U.P.E., Local 1741
Sydney City Hospital	C.U.P.E., Local 1613
The Community Hotel Limited	Hotel, Motel Employees, Local 772
The Lord Nelson Hotel Limited	Hotel, Motel Employees, Local 662
The MacGillivray Guest Home	N. S. Nurses Union
The Skye Motel Limited	Hotel, Motel Employees, Local 662
United Maritime Fishermen's Coop Ltd.	Food & Allied Workers, Local P-268
VS Services - Abbie J. Lane Hospital	Operating Engineers, Local 9688
VS Services - Aberdeen Hospital - Food Management	C.U.P.E., Local 741
VS Services - Glace Bay Community Hospital	C.U.P.E.
VS Services - I.W.K. Hospital	C.B.R.T.
VS Services - Ocean View Manor	C.U.P.E., Local 1245
VS Services Colchester Hospital - HSKP	C.B.R.T., Local 608
Versafood Services - Richmond Villa	C.U.P.E., Local 1782
Victoria County Hospital	N. S. Nurses Union
Wandlyn Motels Limited	Hotel, Motel Employees, Local 772
West Hants Municipal School Board	C.U.P.E., Local 1449
Western County Regional Library	C.U.P.E., Local 964
Wilson Family Restaurants Limited	Hotel, Motel Employees, Local 772
Windsor Regional School Board	C.U.P.E., Local 1089
Wolfville Nursing Homes Ltd.	Operating Engineers, Local 9688
Yarmouth Board of School Comm.	C.U.P.E., Local 964
Yarmouth Regional Hospital	C.U.P.E., Local 835

Employer	Union
TRADE	
ACA Coop Limited	Food & Allied Workers, Local 1157
Amherst Coop Limited	Bakery Workers, Local 446
Antigonish Motors Limited	C.B.R.T., Local 525
Atlantic Motors Limited	C.B.R.T., Local 502
Atlantic Wholesalers Limited	Bakery Workers, Local 446
Bolands Limited	Bakery Workers, Local 446
Braemore Coop Ltd.	Department Store Union, Local 1015
Bras d'or Coop Limited	Department Store Union, Local 596
Brett Motors	C.B.R.T., Local 505
Brookfield Foods (1968) Limited	Teamsters, Local 927

Employer	Union
TRADE (CONT'D)	
Canada Packers - Fruit & Vegetable Div.	Food & Allied Workers, Local 1157
Canada Packers Ltd. - Sydney	Food & Allied Workers, Local P-268
Cheticamp Fishermens Co-op Society	C.B.R.T., Local 514A
Clark Tire and Supply Limited	C.B.R.T., Local 502
Co-op Atlantic	Department Store Union, Local 596
Coop Atlantic - Formerly Maritime Coop	Department Store Union, Local 596
Crazy Angus Discount Limited	Department Store Union, Local 596
Dominion Stores - 13 stores	Retail Clerks, Local 1973
Dominion Stores - Warehouse	Retail Clerks, Local 1973
Eastern Drug Services	Bakery Workers, Local 446
Eddy Group Limited (Spencer Bros)	Building Products Workers, Local 299
Great Universal Stores	Retail Clerks, Local 1973
H. H. Marshall Limited	Department Store Union, Local 596
Halliday Craftsmen	Building Products Workers, Local 299
Johnson and MacDonald	Department Store Union, Local 1015
Joy Stores Limited	Department Store Union, Local 596
L. H. Chernin & Sons Ltd.	Food & Allied Workers, Local 268
MacAulays Garage Ltd.	C.B.R.T., Local 506
MacCulloch Home Centres Ltd.	Teamsters, Local 927
MacIntyre Chev-Oldsmobile Ltd.	C.B.R.T., Local 506
Marks & Spencer - Peoples Div. (St. Michael)	Department Store Union, Local 596
Mason's Limited	Department Store Union, Local 596
Metropolitan Store Limited #350	Department Store Union, Local 596
Metropolitan Store Limited #388	Department Store Union, Local 596
Metropolitan Store Limited #420	Department Store Union, Local 596
Miles IGA Store	Department Store Union, Local 596
Miles IGA Store of Sydney	Department Store Union, Local 596
Milnes IGA Limited	Food & Allied Workers, Local P-268
Modern Coop Supply Depot	Department Store Union, Local 596
N. S. Liquor Commission	Liquor Commission Employees, Local 470
N. S. Liquor Commission	Assoc. Comm. & Tech, Local 1670
N. S. Liquor Commission	Assoc. Comm. & Tech, Local 1679
Nova Scotia Building Supplies Ltd.	C.B.R.T., Local 610
Piercey Supplies Limited	Teamsters, Local 927
Progressive Wholesalers Limited	Department Store Union, Local 596
Rahey's Supermarket	Department Store Union, Local 596
Save Easy Store	Retail Clerks, Local 1973
Scotia Wholesalers Limited	Department Store Union, Local 596
Shoppers Drug Mart - Fred Hiscock	Department Store Union, Local 596
Shoppers Drug Mart - James Cruickshank	Department Store Union, Local 596
Sobey's Stores - No. 300, 160 & 190	Food & Allied Workers, Local P-268
Sobey's Stores Limited	Retail Clerks, Local 1973
St. Michael Shops of Canada Limited	Department Store Union, Local 596
Stephens Building Supplies	Assoc. Comm. & Tech., Local 1726
Sterling Hubley Drugs Limited	Retail Clerks, Local 1973

Employer	Union
TRADE (CONT'D)	
Town & Country - Red & White Store	Food & Allied Workers, Local P-268
Vee-eight Motors Limited	C.B.R.T., Local 502
W.A. O'Farrell Chev-Olds Ltd.	C.B.R.T., Local 502
Willet Fruit Co.	Teamsters, Local 927

Employer	Union
PUBLIC ADMINISTRATION	
Amherst - Munc. of the Corp. of the Town	C.U.P.E., Local 1233
Amherst - Town of - Police	Police Assoc., Local 104
Atlantic Provinces Resource Center	NSGEU
Bedford Service Commission	Firefighters
Berwick Police Association	Police Assoc., Local 214
Bridgewater - Town of	C.U.P.E., Local 1092
Bridgewater - Town of - Police	Police Association, Local 108
Cape Breton - Joint Exp. Board for Co. of	C.U.P.E., Local 1446
Cape Breton - Joint Exp. Board for Co. of	C.U.P.E., Local 1545
Cape Breton - Municipality of the Co.	C.U.P.E., Local 1545
City of Dartmouth	Firefighters, Local 1398
City of Dartmouth - Ferry Dept.	Marine Workers, Local 13
City of Dartmouth - Unit 1	N. S. Union of Public Employees
Colchester Co. - Municipality of	Police Assoc., Local 124
Cumberland - Munc. of the County (Guards)	C.U.P.E., Local 1233
Dartmouth - City of	Police Association, Local 101
Dartmouth Board of School Commissioners	N. S. Union of Public Employees
Dominion - Town of - Clerical	C.U.P.E., Local 850
Dominion - Town of - Police	C.U.P.E., Local 850
Dominion - Town of - Public Works	C.U.P.E., Local 850
Glace Bay - Town of	C.U.P.E., Local 760
Glace Bay - Town of - Labourers	C.U.P.E., Local 755
Halifax - City of	C.U.P.E., Local 143
Halifax - City of	Firefighters, Local 268
Halifax - City of	Police Association, Local 110
Halifax - Municipality of	C.U.P.E., Local 1083
Halifax - Municipality of	Firefighters, Local 2527
Halifax Dartmouth - Metropolitan Auth. of Correction Officers	Association
Halifax Housing Authority	Operating Engineers, Local 968B
Kentville - Town of	General Workers, Local 301
Kings County - Municipality of	C.B.R.T., Local 525
Liverpool - Town of	I.B.E.W., Local 1928
Louisbourg Town of - Police Comm.	C.U.P.E., Local 2279
Lunenburg - Town of	C.U.P.E., Local 1780
Lunenburg - Town of	Police Association, Local 207
Metro Auth. Halifax Dartmouth & Halifax Co. - Landfill Correction Officers	Association

Employer	Union
PUBLIC ADMINISTRATION (CONT'D)	
Metropolitan Authority - Hfx. - Dart. - Hfx. Co.	Police Association, Local 123
Middleton - Town of - Police	C.U.P.E., Local 1187
New Glasgow - Police	Police Association
New Glasgow - Town of (Labourers)	C.U.P.E., Local 281
North Sydney - Town of	C.U.P.E., Local 757
North Sydney Police Comm.	C.U.P.E., Local 757
Nova Scotia Government	NEGEU - Technical
Nova Scotia Government - Clerical	NEGEU - Clerical
Nova Scotia Government - Education A & B	NEGEU - Education A & B
Nova Scotia Government - HSA	NEGEU - Clerical
Nova Scotia Government - MOS	NEGEU - Group Main
Nova Scotia Government - PR & AD	NEGEU - Professional
Nova Scotia Government - Service	Mineworkers, Local 26
Nova Scotia Government Employees Union	Labour & Social Services Org. Emp. Union
Public Service Commission - Halifax	C.U.P.E., Local 1431
Richmond Housing Authority	C.U.P.E., Local 1782
Springhill Town of	C.U.P.E., Local 919
Springhill Town of - Police	Police Association, Local 203
Stellarton - Town of	Police Association, Local 205
Stellarton - Town of	C.U.P.E., Local 281
Sydney - City of	Firefighters, Local 49
Sydney - The City of - Office and Clerical	C.U.P.E., Local 933
Sydney Board of Police Comm.	C.U.P.E., Local 758
Town of Yarmouth	Firefighters, Local 2094
Truro - Town of	Firefighters, Local 1627
Truro - Town of	C.U.P.E., Local 734
Truro - Town of - Clerical	Police Assoc., Local 211
Truro - Town of - Police	Police Assoc., Local 102
Windsor - Town of	Various Unions
Wolfville - Town of	Police Assoc., Local 209
Yarmouth Municipality of - Guards	C.U.P.E., Local 964
Yarmouth Town of - Labourers	C.U.P.E., Local 964

Employer	Union
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	
Calendonia Power and Water Board	C.U.P.E., Local 755
Causeway Truck Centre	Operating Engineers, Local 721
Central Trucking Limited	Teamsters, Local 927
Conrad Brothers Ltd.	C.B.R.T., Local 606A
Glace Bay Company Ltd.	C.B.R.T., Local 230A
Halifax-Dartmouth Bridge Comm., M & E	Teamsters, Local 927
Kenvic Transport Ltd.	Bakery Workers, Local 446
L. E. Shaw Transport Ltd.	Operating Engineers, Local 721

Employer	Union
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES (CONT'D)	
Mahars Transfer Express	Dairy and General Workers, Local 1
Maritime Forwarding Ltd.	Teamsters, Local 927
Maritime Tele. & Tele. Co. Ltd.	Telephone Employees Association
Maritime Tele. & Tele. Limited	I.B.E.W., Local 1030
Maritime Warehousing & Transfer Co. Ltd.	Bakery Workers, Local 446
New Glasgow Express Ltd.	C.B.R.T., Local 502
Nova Scotia Power Corporation	C.B.R.T., Local 507
Nova Scotia Power Corporation	C.B.R.T., Local 610
Nova Scotia Power Corporation	I.B.E.W., Local 1928
O'Toole's Transfer Limited	Teamsters, Local 927
Sydney and Whitney Pier Bus Services Ltd.	C.B.R.T., Local 230
Zot Transportation Ltd.	Teamsters, Local 927

APPENDIX II

STATISTICAL TABLES

TABLE 1:

DISTRIBUTION OF COLLECTIVE AGREEMENTS
BY EMPLOYER SIZE

Number of Employees	Agreements #	Agreements %
50 or less	269	64.5
51 - 100	64	15.3
101 - 200	44	10.6
201 - 400	16	3.8
401 - 500	2	0.5
501 - 1000	8	1.9
1001 or more	5	1.2
employee size not available	9	2.2
TOTAL	417	100.0

TABLE 2:

DISTRIBUTION OF COLLECTIVE AGREEMENTS
BY OCCUPATIONAL CLASS OF EMPLOYEES

Occupational Class	Agreements #	Agreements %
Production & related	288	69.1
Production & office	10	2.4
Office/clerical	12	2.9
Professional	38	9.1
Professional & technical	4	1.0
Technical	21	5.0
Sales	8	1.2
Police	17	4.1
Firemen	7	1.7
Other	12	2.9
TOTAL	417	100.0

TABLE 3:

DISTRIBUTION OF COLLECTIVE AGREEMENTS
BY REGION

Region	Agreements #	Agreements %
Halifax county	126	30.2
Annapolis Valley (Annapolis, Hants & Kings)	37	8.8
Southwest Nova (Digby, Lunenburg, Queens, Shelburne & Yarmouth)	36	8.6
East Nova (Pictou, Colchester, Cumberland, Antigonish & Guysborough)	91	21.8
Cape Breton Island	119	28.5
Province wide	8	1.2
TOTAL	417	100.0

TABLE 4:

DISTRIBUTION OF COLLECTIVE AGREEMENTS
BY SETTLEMENT STAGE

Settlement Stage	Agreements #	Agreements %
Direct	221	53.1
Conciliation Officer	108	26.0
Conciliation Board	21	5.0
Post Conciliation Bargaining (P.C.R.)	39	9.3
Post Conciliation Bargaining (W.S.)	16	3.8
Industrial Inquiry Commission	9	2.2
Other	2	0.5
TOTAL[1]	416	100.0

1 Data not available for 1 agreement.

TABLE 5:

DISTRIBUTION OF COLLECTIVE AGREEMENTS
BY UNION AFFILIATION

Union	Agreements #	Agreements %
Public Employees	83	19.9
Railway and Transport	53	12.7
Retail Clerks/Department Store Union	32	7.7
Seafood/Food & Allied/Bakery	37	8.9
Operating Engineers	25	6.0
Labourers, Carpenters, Marine, etc.	25	6.0
Steel - Atomic - Quarry, Oil	14	3.4
Teamsters	19	4.6
Nurses	30	7.2
Police/Fire	18	4.3
Graphic Arts - Theatrical	9	2.2
Hotel, Motel	14	3.4
Paper, Textile, Building Products	15	3.6
NSGEU, Faculty	9	2.2
Electrical Workers	8	1.9
Other	26	6.2
TOTAL	417	100.0

APPENDIX III

GLOSSARY

GLOSSARY

From our collective agreement coding manual, terms and definitions are used to ensure consistency in coding practices. For information purposes reference is made here to several of the more important terms in the collective agreements.

Closed Shop - A place of employment where the employer has agreed to hire and retain as employees only union members.

Union Shop - A union shop agreement requires all employees to become union members. The employer is entirely free to employ non-union members, but the members must join the union within a specified period after being employed. The employer must discharge any who fail to do so.

Modified Union Shop - A modified union shop excempts from compulsory membership all employees who are not union members at the time the agreement comes into force, but requires all those subsequently hired to join the union. Maintenance of membership for those already members may or may not be mentioned.

Maintenance of Membership - Under union maintenance of membership clauses, employees are under no obligation to join the union. However, those who join the union must, as a condition of employment, maintain their union membership throughout the life of the contract.

Rand Formula - This formula requires that all employees within the bargaining unit, both union members and non-member employees alike, must pay the equivalent of union dues as a condition of retaining employment.

Modified Rand Formula - A system in which dues are deducted from all employees except the older members.

Probationary Period - An initial period of employment during which a worker is considered probationary or on trial and may be discharged if his or her work proves unsatisfactory.

Seniority - Seniority refers to the length of service an employee has accumulated with an employer. Seniority is usually calculated on service within a unit specified in the collective agreement, such as: plant seniority, occupational seniority, or department seniority. Seniority provisions are most often used to determine promotions, lay-offs, rehiring, and demotions in case of lay-offs.

Grievance Procedure - This is typically a formal plan, specified in the collective agreement, which provides a channel for the adjustment of grievances through discussions at progressively higher levels of authority in the company and union and frequently culminating in arbitration. The Nova Scotia Trade Union Act provides that all collective agreements in the province shall contain a provision for final settlement without stoppage of work, either by arbitration or otherwise of all differences between the parties to or persons bound by the agreement. Provisions for an orderly adjustment of grievances are basic to sound industrial relations as it is practically impossible for a collective agreement to regulate all the specific problems which can rise in day-to-day operations.

Overtime Rates - Overtime rates of pay are defined as pay rates higher than straight-time pay for time actually worked. Overtime rates of pay usually fall into three groupings: 1) Overtime rates for work performed outside an employee's regular, daily, or weekly hours. 2) Overtime rates paid on Saturday. 3) Overtime rates paid on Sunday. It should be noted that Saturday or Sunday rates are also defined as those days regarded as Saturdays or Sundays by the company. This usually applies to a plant operating 24 hours a day where employee "weekends" fall during the period from Monday to Friday.

Management Rights, Employer Rights - The body of rights including hiring, production scheduling, contracting and price fixing which management generally contends are not proper subjects for collective bargaining.

Call-Out (Back) Pay - Wages for a minimum number of hours guaranteed to workers who are called back to work outside of scheduled working hours.

Reporting Pay, Call-In Pay or Premium, Show-Up Pay - Wages to which an employee is entitled under a union contract or by custom when he is required to report to work and finds either no work or less than a certain number of hours of work available.

Severance Pay, Dismissal Pay - A lump-sum payment by an employer to a worker whose employment is permanently ended, usually for causes beyond the worker's control. This payment is in addition to any back wages due the worker.

Shift Provisions - This is a term applied to the daily working schedule of a plant or its employees where the nature of the work necessitates a continuous operation. A premium wage, which may be a percentage, a flat amount, or a time leeway, is generally paid workers on shifts (other than the day shift) to compensate them for inconvienient working hours.

Moonlighting - Dual job holding by an employee who works a full day for one employer and then full-time or part-time for another employer.

Current Publications:
Nova Scotia Department of Labour and Manpower - 1982

Published Monthly

1. Current Labour Force Statistics in Nova Scotia
2. Monthly Summary of Activities/Industrial Relations Division, Labour Relations Board
3. Collective Agreements Settlements in Nova Scotia

Published Quarterly

4. Wage Changes in Collective Agreement Settlements in Nova Scotia
5. Nova Scotia Department of Labour and Manpower Bulletin

Published Annually

6. Nova Scotia Department of Labour Annual Report 1980/81
7. Labour Legislation in Nova Scotia - 1981
8. Labour Organizations in Nova Scotia — 1981
9. 1980 Wage Rates, Salaries and Hours of Labour in Nova Scotia
10. Trends in Collective Bargaining Settlements in Nova Scotia — 1981
11. Trends in Collective Agreement Settlement Wage Rate Changes in Nova Scotia — 1981
12. Annual Report of the Fire Marshal — 1980/81
13. Compendium of Grievance Arbitration Decisions — 1980
14. Survey of Wage Rates from Collective Agreement Settlements in Nova Scotia During 1981
15. Negotiated Working Conditions — 1981
16. Collective Agreement Expirations in Nova Scotia, 1982

Published Occasionally

17. Working Women in Nova Scotia, 1976
18. Highlights of Collective Agreement Surveys in Manufacturing Industry - 1975, 1976, 1977 (1977)
19. History of Nova Scotia Labour Legislation, Revised Winter 1981
20. A Preliminary Overview of Employer-Sponsored Pension Plans in Nova Scotia

POOR

QUALITY

ORIGINAL